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THREEPENCE

TOWARDS EQUAL PAY

MR. ATTLEE has now announced the terms of reference of the Royal Commission on Equal Pay, but not, despite the Government's earlier promise to do so before the end of the session, its personnel, which will be no less important. The terms of reference are wide enough to make possible a comprehensive report:

"To examine the existing relationship between the remuneration of men and women in the public services, in industry, and in other fields of employment; to consider the social, economic, and financial implications of the claim for equal pay for equal work, and to report."

NALGO has asked for a seat on the Commission and, whether that request is granted or not, will certainly wish to give evidence before it. That evidence will, of course, be prepared by the National Executive Council, but we cannot see that that should debar any branch women's committee from following the suggestion made by Miss Downton in the issue we publish this month, and collecting evidence; the N.E.C. will doubtless welcome the ammunition with which women members can supply it.

We hope, however, that the evidence submitted will be concrete and factual. In the past, this equal pay controversy has been clouded with rhetoric based on very slender facts. How far does a woman's work and output compare with a man's? Are there any significant mental and emotional differences between them in the mass? Do women have more absence through sickness than men? Do men, in the mass, have heavier family and social commitments than working women, and, so, to what extent? What effects would family allowances have in meeting the most substantial objections to the claim? These and many other questions must be answered before a fair decision can be reached. In the past they have been answered very largely in accordance with the personal experiences and prejudices of individuals discussing the question. There has been no authoritative attempt to discover the true answers and to present them, objectively and fairly. Were NALGO to do that, for the local government service, it would be making a contribution more effective than could be supplied by the most eloquent of deputations.

The Rate for the Job

In this connection it is interesting to recall the classic case for equal pay presented by Beatrice Webb in her minority report as a member of the War Cabinet Committee on Women in Industry in 1918. That committee was appointed to inquire into "the relation which should be maintained between the wages and conditions of employment of women and those of men." To do this, Mrs. Webb argued, they must examine the principles on which wages had hitherto been determined and see whether those principles affected women differently from men.

The nineteenth century mode of determining

wages was based upon no principle; they were left to individual bargaining and the higgling of the market. Mrs. Webb had no difficulty in showing the evil effect of such conditions, which, in the words of a House of Lords committee on sweating, resulted in "earnings barely sufficient to sustain existence... ceaseless toil, hard and unlovely; sanitary conditions injurious to the... persons employed... and the public." And so there grew up slowly the principle of minimum standards of pay, physical health, working conditions, etc., laid down by law and to some extent enforced by State agencies. These minima often included

responsibilities and that it was a totally unsuccessful attempt; it ignored the dependants of widows and other women and failed to distinguish between the bachelor, the childless married man and the paterfamilias. In other words, it was a hypocritical attempt to justify low wages by reference to a social principle which it failed in fact to honour.

At the time this report was written, women had not become so well organised as men and they found the "balance of power" against them in fixing wages and in opening careers. A long tradition had given men a vested interest in many better-paid occupations. (Though many barriers have since gone, how many women have yet been allowed to try their hands at the housewifely job of a hospital steward, or how many women heads of departments, even in the social services, are to be found in local government?) These artificial barriers tend to lower the rates which women can command, and there have arisen "men's" rates and "women's" rates which are neither related to the physiological or mental expenditure of the two sexes nor proportionate to their respective services to their employers. A specially striking example of this unreason is the differentiation between the sexes in compensation for changes in the cost of living.

Mrs. Webb subjected the time-honoured phrase "equal pay for equal work" to a close analysis and rejected it because of its ambiguity. Does it mean equal pay for equal "efforts and sacrifices"; or for equivalent quantity and quality of product; or for equal value to the employer? Even more dangerous than its ambiguity is the fact that its observance can be so easily evaded; jobs can be defined in such a way that equality cannot be proved; it is a common experience for "men's" jobs to be subjected to some minor technical change and allocated to women at lower rates on the ground that they are not the old jobs at all.

New Wage Basis Needed

After reviewing the principles which have determined wages in the past, Mrs. Webb went on to propose a new one—that of a closer correspondence of occupational rates to relative efforts and needs. She described the system of wage-fixing under capitalist conditions as chaotic; she instanced the respective wages of agricultural workers and steel-smelters (in her day the latter were ten times the former). The needs of adults certainly vary, but not to that extent.

Were remuneration generally made to conform more closely to efforts and needs, one of the first pretences to be shattered, Mrs. Webb concluded, would be that "women are a class apart, with no family obligations, smaller needs, less capacity, and a lower level of intelligence.... There is no more need for occupational rates to differ according to... sex than according to race, creed, height, or weight."

Although it failed to follow the principle to the logical conclusion to which Mrs. Webb took it, that 1918 Committee did go quite a

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sex differentiation—lower wages, more stringent sanitary conditions, etc.

Side by side with this State prescription of minima, the workers secured the principles of collective bargaining and occupational rates of pay, though, here again, men and women were given different standards. Mrs. Webb made play with the fact that, within any given occupation, there is no differentiation of pay because of personal efficiency; the male judge, doctor, teacher, or manual worker is paid his "rate for the job" whether he does it well or ill, but if the holder of the post is a woman then *ipso facto* a lower rate is paid.

Family Argument Exploded

In a brief but comprehensive section, Mrs. Webb dealt with the theory that men must be paid higher rates because they have families to support. She pointed out that this was the only attempt made to relate earnings to family

long way along the road to equal pay. How little effect was given to its recommendations we now know. That the Royal Commission will go much further seems inevitable, particularly after the strong expression of opinion in Parliament in the debate on the Education Bill. We must see to it, in collaboration with all the other interested organisations, that this time its report is not left to rot in a Whitehall pigeon-hole.

Local Government Reform

REPLYING to questions in the House of Commons last month, Mr. Willink lifted the curtain just a little on the Government's ideas about the future of local government. There is to be no form of "regional government"; the main features of the county and county borough system are to remain unchanged; but there is need and scope for adjustments of status, boundaries, and areas, upon which the minister intends to open discussions with the Associations of local authorities this month. With this statement the minister coupled an assurance that the substantial redistribution of functions among local authorities provided for by the Education Bill and foreshadowed in the White Paper on a National Health Service will not be allowed to prejudice the position.

Whether this will satisfy the local authorities, and particularly the urban and rural areas, whose suspicions are now so keenly aroused, may be doubted; but they will be hearing the worst very soon. It is to be hoped, however, that they will approach the coming discussions in a more accommodating spirit than they have shown hitherto, remembering that the purpose of local government is to foster the wellbeing of the citizen, not the personal pride of his elected representatives, however worthy!

Tuberculosis Cynicism

We were interested to receive the other day a copy of the dignified letter sent to the Minister of Health by 42 patients at Morland Hall Clinic, Alton, protesting at the exclusion of non-pulmonary tuberculosis from the scheme of maintenance allowance made available last year to those undergoing treatment for pulmonary tuberculosis.

"Those of us with the disease in our spines, hips, legs, arms, glands, etc.," they write "are as much in need of financial assistance as those for whom the scheme makes provision . . . Treatment often extends into several years, and during this period all patients and their dependants must face the same hardships due to loss of income . . ."

"Many of us, after being diagnosed as suffering from tuberculosis, have to continue working, often in great pain, because of the financial hardships which will fall on our dependants. This terrible state of affairs is made more serious by the fact that delay allows the infection to increase and unnecessarily prolongs the period of treatment."

"Eventually, on entering a sanatorium, if we are State insured workers, we receive National Health Insurance benefit of 18s. per week for six months. Thereafter it is reduced to 9s. a week—a very meagre sum and quite insufficient on which to maintain a home and family for a period of months or years. If we are not insured workers, we receive nothing . . . Relief from public assistance, being limited to the bare necessities of the family at home, makes no allowance for the personal expenses of the patient in hospital."

"Freedom from worry, i.e. mental rest, is as essential to a speedy recovery as physical rest. This is impossible when the patient knows how little his family has to provide even the bare necessities of life, and the consequent anxiety retards recovery. We are convinced that ultimately the extension of allowances to sufferers from non-pulmonary tuberculosis, through shortening the period of treatment, would actually save public money."

NALGO made the same point, and also asked that the allowances be extended to cases of chronic pulmonary tuberculosis, in a letter to the Minister of Health some time ago. The reply was an appalling example of departmental cynicism:

(Continued at foot of next column)

TRIBUNAL ENFORCES WHITLEY BONUS SCALE IN FULL

NALGO Wins Another Great Victory

NALGO has won another arbitration victory of outstanding importance to every local government officer. The National Arbitration Tribunal has ordered Bognor Regis urban district council to pay its officers war bonus in accordance with the fifth award of the National Whitley Council—thus endorsing that award as part of the "recognised terms and conditions of employment" and enforceable, under Part III of the Conditions of Employment and National Arbitration Order, against every local authority,

WE know that in Yorkshire "they won't be driv," but there must be few local authorities, within or without the Ridings, that can give points in obstinacy to Bognor Regis urban district council. In 1942, NALGO was compelled to declare a dispute under the Conditions of Employment and National Arbitration Order against the council because it refused to pay its officers the cost-of-living bonus agreed by the National Whitley Council and ratified by the Southern Home Counties provincial council. The National Arbitration Tribunal gave an award comparable with the National Whitley Council's recommendation, but imposed a £500 "ceiling" on the lines of the then current civil service award.

In July, 1943, the National Whitley Council recommended an increase in the bonus scale, which was duly endorsed by the provincial council, but Bognor Regis again rejected the recommendation—except for its officers earning over £500! According to the "Bognor Regis Observer," the leader of the opposition in the council said that the real reason for the "unfair" demand was "a strong, united and persistent NALGO," who, he added, reminded him of Alexander Pope's lines:

*Vice is a monster of frightful mien,
Which to be hated needs but to be seen;
Yet seen too oft, familiar with her face,
We first endure, then pity, then embrace.*

In April, 1944, the National Whitley Council recommended another increase in the bonus scale and the district officer, at the request of the branch, applied to the council for the adoption of the 1943 scale, with retrospective effect to July 1, 1943, for officers earning under £500, and also for the 1944 scale in its entirety. The application was summarily rejected—and a second dispute was accordingly declared.

The dispute was heard by the National Arbitration Tribunal, with Sir John Forster as chairman, on August 10. Mr. Harold Brown, Barrister-at-Law, appeared for the Association and Mr. Erskine Simes, Barrister-at-Law, for the council.

The case was taken in two parts. The application for retrospective adoption of the 4th award was made under Part I of the Order,

(Continued from previous column)

"The object of these allowances is to assist those who have to give up remunerative work in order to undergo treatment. The Minister was advised that if persons undertook treatment early, instead of continuing to work at the risk of breakdown, there would be an increased prospect of restoring them to work and normal working capacity . . . It was not possible . . . to justify the extension of the scheme to cases in which treatment can do no more than alleviate a chronic condition . . ."

In other words, it is not the worker, but the work that counts. If there is a prospect of making him fit enough to do a job, then the Government will pay; but if it is merely a question of "alleviating a chronic condition," then the Minister is uninterested, and both the victim of the disease and his dependants must suffer hardship.

which empowers the Tribunal to settle trade disputes; but the application for the 5th (and current) award was made under Part III of the Order which requires all employers to observe "recognised terms and conditions of employment" which "have been settled by machinery of negotiation or arbitration to which the parties are organisations of employers and trade unions . . ." This was the first time NALGO had taken a dispute under Part III, since in the past the Tribunal had refused to recognise the old National Whitley Council as an "organisation of employers" for the purpose of the Order.

In its statement of case, NALGO pointed out that the position had now changed. The National Whitley Council had been reconstituted, the associations of local authorities were represented on it, and the Minister of Health had appointed Sir Horace Wilson as independent chairman: both national and provincial councils were thus now representative bodies. Statistics were handed in showing that 129,847 local government officers in England and Wales were receiving bonus in accordance with the 5th award.

Bognor Regis' case was a plea of poverty. The town, it was argued, had been hard hit by the war. It was unfair to ask its poor ratepayers "to shoulder the additional burden"—and the local ratepayers' associations would be very upset if the officers were given any more. No attempt was made to explain why local government officers alone should be penalised while every workman in the council's employ received the appropriate J.I.C. bonus. Nor was it denied that comparable seaside towns on the south coast—some, like Dover, much harder hit than Bognor Regis—were paying their officers the proper scale.

The Tribunal gave its award in two parts. On the claim for the 1943 arrears, it ordered the council, for the period July 1, 1943—March 31, 1944, to pay the following scale of weekly bonus:

Officers under 18, 5s. 3d. men, 5s. women 18-21, 8s. 9d. men, 8s. 6d. women; over 21 and earning up to £250 p.a., 17s. 6d. men, 14s. women; over 21 and earning £250-£500, 17s. men, 13s. 6d. women.

On the second and more important claim, the Tribunal ordered the council, from April 1, 1944, to pay the scale agreed by the National Whitley Council, thus implicitly accepting the contention that an award of the National Whitley Council is part of the recognised terms and conditions of employment of local government officers and, as such, enforceable by the Tribunal against any local authority which refuses to observe it.

This victory is thus comparable in importance for local government officers with the "Bolton Judgment" and brings the attainment of reasonable minimum standards for all a big step nearer.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Modern Developments Demand Your Co-operation

SIXTY years ago, the relationship between local government and the people it served was entirely different from that which exists to-day. In those days local government, mainly in the hands of our business-minded forefathers, was primarily a means of keeping order and of checking the crime, filth, and disease which came when people began to live in crowded towns and cities, suffering all the evils which resulted from the industrial revolution. Negative in its outlook, it was not then concerned with the happiness and wellbeing of the individual citizen, nor with his right as a human being, to a fair share of life's opportunities for full self-development and the enjoyment of living.

Hence we find that epidemic diseases were dealt with and reduced because they threatened the community as a whole, but that those types of sickness which were less dangerous to the community received comparatively little attention; that good sewers and drains were made, but that bad and overcrowded housing, the ill effects of which were more subtle and less likely to breed contagion for those who did not live in the slums, was neglected.

We find police services concerned with the repression and restraint of the evildoer and the social misfit, making no attempt to help him to overcome his individual difficulties and to adjust his attitude to his environment—his failings were regarded only from the point of view of their offence to others.

We find local government without responsibility for the recreation, cultural opportunities, or personal convenience of its citizens; without libraries, museums, public parks, playgrounds for children, or public baths. Only slowly, one by one, did these things which are today considered essential to healthy and happy life in towns, creep into the crowded cities, and for long they were considered unnecessary and extravagant luxuries.

A Fuller Life

To-day all that has changed. Modern local government is no longer content to be merely a means of "making life possible in cities." Rather is it a means of providing a fuller, healthier, happier and more cultured life for every citizen.

The Ministry of Health Annual Reports show clearly the revolution which has taken place. At the end of the century they were little more than elaborated balance-sheets—figures (mainly financial) were their bones; their flesh was spare. Now and again one finds a brief account of some development inaugurated from a purely humane outlook, but in the main the social services had a different aim. The rich man was in his castle, the poor man at his gate, and the public services, making no effort to change their positions, aimed primarily at ensuring that the poor man's poverty should become neither nuisance nor menace to his richer brother. Only occasionally, when administration fell into the hands of sympathetic and humane men, were they redeemed by the human element.

Unwelcome as this view of the past must be to those who claim that "officialdom" is divorcing local government from the people, it is none the less true that local government to-day is in closer touch with the people than it has ever been before. It has at last realised that the nation depends for its health upon the individual wellbeing of each man, woman, and child within it; that the happiness,

health, opportunity and co-operation of every citizen is necessary for real progress.

In part, this change of attitude is the inevitable reaction from the evils which preceded it, in part it is the result of great work by pioneers of social reform, but in so far as it includes and is derived from a belief in the need for the human touch in administration, then some credit must go to the emancipation of women. Women have leavened the intolerance and the negative attitude of nineteenth century public service with qualities of sympathy, patience, and belief in the value of individual happiness. So long as local government remained almost exclusively in the hands of men, these qualities were lacking, and local government, along with many other things, suffered for the lack.

NALGO Women Make Their Bow

This is the first women's number of "Local Government Service." It has been very largely written and edited by women. In it, women in all branches of local government discuss their problems, their plans, and their hopes.

Notwithstanding very short notice, women have responded magnificently to the invitation to contribute, and we have, in fact, received many more articles and letters than it was possible to print.

To those whose contributions appear, we extend our congratulations and thanks. To those whose contributions—many of them just as good as those published—were crowded out, we extend our apologies and regrets.

We hope that members, men as well as women, will like the women's journal. And we hope that it will encourage more women to contribute in the future.

To-day, local government is frank in its aim to make possible the "good life" for every citizen; to provide every man, woman, and child with the fullest possible opportunities for health, education, and happiness.

Turn to a Ministry of Health Report of recent years. Figures are comparatively few. Where they occur, their purpose is usually to show, not the financial position of local administration, but the success of social services in improving health and living conditions, or the need for expanding particular services for which research has revealed a need. Throughout all the recent reports, social welfare, the human element, personal contact, the elimination of the stigma attached to destitution, the easing of the burden of poverty, prevention rather than cure, are the watchwords. How different from the aims of the last century!

Opportunity Here and Now

This administrative revolution presents the women in local government with a tremendous opportunity. For the more humane local administration becomes, the more important becomes the part which women can play in it. To-day, local government is the sphere of the man or woman with a social conscience, requiring in every branch high ideals, sympathy, insight and understanding, patience in dealing with people, and willingness to interpret official orders into terms of human conditions and relationships. These are qualities which women are supremely able to bring to their work. No administration which seeks, not to isolate itself from the people, but to bring its service to them, into their lives and homes, guiding, helping, and providing the means by which each one may hope to achieve a fuller and happier life, can succeed without making full use of women.

Unfair and inaccurate as it usually is to generalise about the specific characteristics of men and women, it is generally acknowledged that women are more interested in people than they are in things, that they, more than do most men, possess and value the "human touch." Women, therefore, have just those qualities which local government needs to-day, and which it will need still more to-morrow.

It is precisely those services for which women are best fitted by temperament and outlook which are developing most rapidly to-day—infant and maternal welfare, education, housing, and social amenities. Between 1923 and 1938, for example, the number of school nurses trebled and the number of children in nursery schools increased sevenfold; the number of ante-natal clinics doubled between 1930 and 1942, and in the ten years between 1925 and 1935, the number of municipal maternity hospitals multiplied more than seven times. All have increased still further during the war, and will continue to expand, probably at an accelerated rate, after the war. Children will be provided for and cared for from birth and before birth as they have never been before in the history of this country; housing conditions—the home, its comfort and convenience; problems of environment, both physical and psychological; amenities; recreation—all these will be of primary importance, and all these are to a great extent women's work, services in which women's qualities of sympathy, patience, tact, and personal understanding will be essential; and which, backed by the scholarship and technical ability which it is now recognised are equally possible of achievement for women as for men, can establish women securely in those positions in local government where they will be able to use their abilities for the best service of the community.

Women's Part Complimentary

In addition to these services in which the importance of women's work is recognised, there are many others hitherto regarded as mainly masculine preserves, in which they are showing to-day that they can complement the work of men. Articles published in this number of LOCAL GOVERNMENT SERVICE, all contributed by women prominent in various branches of the service, show that they are winning a place in the higher ranks of education and medicine, in positions requiring legal and financial training, in housing management and libraries, and in almost every other branch of local government. These women are showing that women's intellectual powers, and in particular, their mental attitude, are no longer to be despised, but welcomed as contributing to the wholeness of local government's relationship with the people.

No longer need women be underpaid, despised automata, sitting at typewriters or comptometers, repeating each day the same dull work, without prospects or ambitions. They are essential parts in a great organ of social service, with opportunities opening out before them for using their best abilities in the highest cause to which men or women can give themselves—the welfare of their fellows. The opportunity is theirs. Whether, and to what extent, they seize it, must depend largely upon them—upon the enthusiasm, the enterprise, the imagination, and the devotion they bring to the task. NALGO will help them, as it has done in the past. But they must also help themselves. Women—the future is yours—take it!

AUTHORITY, RESPONSIBILITY, CONTROL.

The following articles, contributed by women holding important positions in local government, show not only what a good job they are making of it, but also how deep is their interest in and enthusiasm for their work, and how, once initial prejudices are overcome, they meet with the ungrudging confidence and respect which their ability merits.

Dr. IRENE GREEN, M.D., D.P.H., Medical Officer of Health in Norfolk, tells of her work

IN MEDICAL SERVICES

I AM a medical officer of health to three district councils, one urban and two rural. The appointment is whole time and is combined with that of assistant medical officer to the county council. The total population is about 37,000. I serve three public health committees and have the assistance of three sanitary inspectors, two water engineers, and two housing officers. I am the only woman official who has ever served in this area in any capacity.

There are now, I believe, other women doctors acting as medical officers of health, but I do not know any of them personally. The remarks that follow, therefore, apply to my experience alone and are an expression of my personal opinion.

My county council work consists entirely of school medical inspection and infant welfare. This work is commonly done by, and is naturally considered very suitable for women doctors.

A Male Preserve

It is my work for the district councils which has up to now been almost entirely a male preserve. Indeed, when these combined appointments were first suggested in this county, the district councils made the proviso that in no circumstances would they entertain the idea of a woman medical officer of health. This was in the medieval days of 1934!

When war broke out, I was invited to act as temporary medical officer of health while the holder of the office was serving in the Forces, and I am still holding the fort nearly five years later.

Let me hasten to state that the 1934 pronouncement is the only form of sex-discrimination of which I have been made aware, and that was not aimed at me personally, but at a hypothetical woman candidate for the office. On the other hand, my fellow officials appear to think that there is a considerable amount of sex-discrimination but that it works entirely in my favour!

My three councils being local sanitary authorities, my official duties are mainly concerned with the carrying out of the provisions of the Public Health and Housing Acts, assisted by my sanitary inspectors. This includes work in connection with the control of infectious and contagious disease, and a scheme for immunisation against diphtheria.

The fact that my school and welfare work brings me into close contact with people in all parts of my area is an added advantage of the combined appointment. This gives me a unique opportunity for keeping my eye on the general level of child health, always a good index of the well-being of the community. It also makes me better known in the district, which tends to encourage people to seek advice about matters which they might otherwise not care to mention to an official who is no more than a name to them. A medical officer of health should always be reasonably accessible to the public, being their servant and adviser. In this a woman has a special rôle to fill. More than half her population will be women, with problems of housing, nutrition and health which are intimately bound up with the family and the home. A woman medical officer of health with wide

human sympathies is well suited to deal with such problems.

All officials must be able to get on with the people with whom they have to work, and a medical officer of health has first and foremost to get on with her councillors, particularly with the members of the public health committee. I must say that I have had little difficulty here. All my committees are co-operative, the men no doubt from a natural chivalry, but the women for a different and more subtle reason. The woman councillor in dealing with a male official tends to have a certain feeling of inferiority, but when the official is a woman whose expert advice is treated with respect, somehow the status of all women is raised. I find with my committees that the women are speaking with much more confidence than they used to do, and they give me their loyal support at all times.

Having won the confidence of your committee, the question of sex ceases to matter, and you become "the doctor" to everyone, and, as such, you are their trusted adviser in all matters affecting the public health.

Another important relationship is that between the medical officer of health and the general practitioners in the district. Unless this is satisfactory, many of your efforts will be frustrated. I have been genuinely surprised to find how well my colleagues have accepted the fact of my sex. Here, I believe, I have a definite advantage. Gentle reproach from me over the non-appearance of necessary notifications works wonders, where the more formal reminder from a man would serve only to stiffen the doctors' habitual opposition to all that smacks of officialdom. The only troubles I have had in this direction have been from doctors who are known to be a "thorn in the flesh" to everyone, and even they have behaved no worse to a woman than they would do to anyone else.

It has been said that no man cares to be subordinate to a woman and there is no doubt that the position may be delicate. If handled with common sense and tact, however, no

male pride need be hurt, and I have had no difficulties in this direction. The fact that every man instinctively wishes to show to advantage to a woman may, indeed, be very effective in keeping up the standard of work. Sanitary inspectors are highly trained specialists in their own line and should be respected as such, and I make no bones about asking their advice in matters about which I am not competent to express an opinion. My three sanitary friends may resent working with me, but I must say they have never given me cause to suspect it! I have always believed in team work with every member of the team pulling his weight because he feels that he is doing a job worth doing.

With regard to conditions of service, medical women have always had equal pay and conditions. Medical men, having quickly realised that less pay for women meant undercutting, took a firm line from the beginning, no doubt from instincts of self-preservation. Many women with male colleagues at the same salary, feel that the time has come to press for equal work for equal pay—every woman will know what I mean.

As to the future, post-war planning and the hopes of building a better Britain are to be seen in every department of government service. Women have done so much work in this war that they can be expected to play an ever-increasing part in the direction of the post-war world.

Future Depends on Homes

In medicine, the tendency is to stress the preventive side and the paramount importance of the mother and child. At the same time, pressure is to be brought to bear on all medical schools to make them admit a minimum proportion of women students. The next step is for appointments to be thrown open to all without distinction of sexes, although it would always be open to the employing authority to choose a male candidate if it preferred him. This would ensure that women were at least considered for such posts as that of medical officer of health.

I maintain that the future of this country depends mainly on the quality of its homes and family life. The wellbeing of both is closely bound up with adequate nutrition and suitable environment. These again depend upon the education of the woman in food values and the introduction of well-planned housing schemes. No subjects could be of more interest to or more within the scope of, the woman medical officer of health.

An ASSISTANT SOLICITOR writes of her experience IN A LEGAL DEPARTMENT

WHEN I decided to study law and qualify as a solicitor, I had no thought of entering a local government office. I was articled to a private firm of solicitors in the Midlands and, but for the war, I should probably have remained as an assistant solicitor in private practice after qualifying. As it was, an opportunity arose for me to go into a local government office quite early in the war, and although several of my colleagues in private practice strongly advised me against it, saying I should find it dull, I decided to take the position. I have yet to discover the alleged "dullness." Indeed, I have found my work infinitely more varied than when I was in a private office. Of course, the work which an assistant solicitor is expected to do naturally varies according to the administration of the office where he or she works, but my experience has been that under war conditions at any rate an assistant solicitor becomes a miniature "Pooh Bah" and gets a fair share of all

branches of work, both legal and administrative, passing through the office.

In my own particular job I am responsible for the legal department, which is the melting pot for a variety of legal matters, and, in addition, do a proportion of committee work. Thus the morning may see me in the Police or County Court, mid-day coping with draft documents, preparation of cases, and correspondence, and afternoon attending a committee. This mixture is very much to my liking and is, I think, essential for anyone who has ambitions to rise to a deputy town clerk (as one woman solicitor already has done) or to the stately heights of a town clerkship!

Of course, in a local government office, a solicitor does not have such direct contact with the general public as in private practice although, since most town clerks' offices are now advising on the Rent Restriction Acts, a job generally allocated to the assistant solicitor, this provides ample interviewing work—if not

to much! Apart from this, however, if you realize a municipal authority with gas, electricity, and transport undertakings, which turn over their prosecutions and legal matters to the town clerk's office instead of consulting a private solicitor, as a non-municipal undertaking would, you can see that the department is never lacking legal work. Then again, think of housing schemes, now very much to the fore. For the legal department, these entail conveyances, either through private negotiations or by compulsory acquisition, with the accompanying enquiries, and then contracts for sewerage, road construction, and, finally, building. I am not suggesting that the poor assistant solicitor does all this work—but he or she gets a fair share of it all its variety!

What does the future hold for a woman solicitor in local government? It is difficult—and dangerous—to generalise, and I know that there are towns where the appointment of a woman solicitor would not be considered. But, on the whole, I think the war has changed the attitude of quite a few local authorities, and in future women will be given equal opportunities. One point, however, is important: whereas in private practice a woman solicitor can specialise in one particular branch of the profession, such as conveyancing or company law, as an assistant solicitor to a corporation, she must be prepared to tackle all types of work. Some of the larger local authorities with extensive legal departments, of course, departmentalise and appoint prosecuting solicitors and conveyancing solicitors, but a great number of authorities require

an assistant solicitor who will undertake any branch of legal work, and a woman solicitor must be prepared for this if she expects to be given the same consideration as a man.

I have often been asked whether there are any difficulties on account of sex discrimination. It would, of course, be stupid to say that such prejudices do not still exist, but they are gradually disappearing. Actually, I think, they are more to be met in private practice, and certainly a woman solicitor starting up on her own would encounter difficulties at first. I am not suggesting that a woman cannot run a practice efficiently, because I myself know two women who are running very successful practices, but in each case they have taken over a practice already in existence and one previously run by a relative. The difficulty arises, I think, because the general public is still a little wary of going to a woman for legal advice, especially when she has only recently qualified. I remember very vividly being told, with disapproval, by practically the first client I interviewed, that I looked very young. I was, however, able to assure him with certainty that that was a problem with which time would deal!

When, however, you have made a start and have been given a chance to show your mettle, then the fact that you are a woman is forgotten. That is why, to my mind, it is better to start as an assistant solicitor either to a private firm or to a local authority. I have tried both sides of the fence and I am very happy with my choice. I hope to be welcoming more women solicitors to the local government camp in the future.

JEAN THOMPSON, B. Com., Housing Manager at Southall describes her varied duties

IN HOUSING MANAGEMENT

It has become a commonplace to say that it is not enough to build new houses or even to provide a new environment planned on comprehensive lines. The task of social education must be considered as part of the new building and re-planning. To this, there are many contributions, one of which is a constructive policy of housing management. An increasing number of local authorities have realised that trained women housing managers can give useful service in this field.

A manager can do her best work when all branches of housing administration, both technical and social, are co-ordinated in one properly constituted department, with direct responsibility to the housing committee. In such a department, she and her staff deal with applications, selection and placing of tenants, slum clearance and overcrowding schemes, rents, arrears and Court work, and property maintenance, as well as being concerned with matters of policy affecting the proper administration of the whole housing undertaking, including advisory work on house and community planning. The actual work of management, based on the regular contact with tenants when rents are collected, is seen as an opportunity for social service which is regarded as inseparable from the business and technical side of the work.

Hitherto, women housing managers have been appointed with, subject to certain essentials, varying degrees of responsibility and control, although it may reasonably be claimed that their work is well-established beyond the experimental stage. Few women, however, have attained the status of "chief officer" in a small or medium-sized area, or senior rank with a large municipality. Many difficulties have been met, especially in pioneer jobs. Some of these will now be considered, from the peace-time angle rather than the special circumstances of war. If difficulties are now stated frankly and limitations of space should make any statements appear too unqualified or dogmatic, let us warmly acknowledge at the start the immense amount of help

which we have received from many men and women colleagues, and the encouragement given by public representatives.

There is, however, the prejudice of some men already in the service, especially towards first appointments—usually men holding subordinate positions in other departments touching housing, rarely men who are themselves of professional status or senior rank. The solution seems to lie in the development of a professional spirit and better standards of training and pay in the public service as a whole, together with a frank facing of the "equal pay" issue, along with a State system of adequate family allowances, so that fewer men will resent a woman holding what they call "a good job."

From our standpoint, the job may not be so "good." We have been confronted with the whole question of the under-valuation of women's work and economic inequality in present society, and we are to some extent in a dilemma—on the one hand, we wish to attract first-class women to the profession and salaries are often not commensurate with training and qualifications, whilst on the other hand, we do not want merely women of personal ambition, but rather those with a vocational spirit and a strong sense of social service. We want economic equality with men, but not in a competitive spirit. We do not want councils to employ women because they are cheaper. They should be appointed on their own merits and because of the service they can give. Otherwise, a council may easily appoint a woman manager without really believing in and intending to back the policy she represents.

Of course, we get the opposite argument, too, that women managers are too expensive, because they deal with fewer houses in a single collection, although they achieve within that collection co-ordination of work. This dispenses with the need both for other specialist appointments and a good deal of work in other council departments, and represents part of the difference between "estate management" and "rent-collection" pure and simple.

This brings us to the next point—the prejudice of those who now admit that women have a place in housing, but think they should be appointed for "women's work" in specialised "social welfare" posts, divorced from the technical and business aspects of administration, and thus cutting at the root of our work. It is certainly ironical to have been refused appointments because we are women and now be offered others, because we are women, on terms we cannot accept.

Another thorny point is the objection in some cases to appointing a woman as a chief officer if this means she will control a mixed staff, e.g. a housing department with a direct labour maintenance staff, even if a woman in such a relationship is fairly common in the civil service and elsewhere. This objection has consequences reaching far beyond housing and should be frankly faced and discussed.

Future Prospects Significant

An even thornier point, especially in a depressed industrial area with heavy unemployment, is the objection that a woman is "taking a job from a man"—an objection which can be, and has been, exploited for entirely other reasons in local press campaigns. The real solution of this depends on the pattern of our society. Is it to be competitive and based on "scarcity" economics, or is the service of the citizen—man or woman—a communal asset, contributing to a fuller life for all?

What of the future of women in housing? I think, in spite of the difficulties, it is likely to be significant. It is clear from experience that they have a real service to give. One might expect to see them in a growing number of municipalities—large as well as small—and in rural as well as urban areas. There is a clear need for a larger number of women chartered surveyors in our ranks, as well as holders of the C.S.I. special certificate for women housing managers.

The development can also be envisaged of more of the consultative and advisory posts already held by our members, and I would look forward to more "two-way" interchange of staff between centre and locality.

In all this, what contribution are women housing managers likely to make? Their service in the field of social education is clear, through their close contact with women in their homes—those women whose outlook and way of living is so decisive for the future of democracy. They can also be a living link between the people and the planners, helping ordinary people to exercise a continuous and effective influence on the development of design and planning.

Decentralisation Essential

The growing dangers of large-scale over-centralisation are apparent. If many women housing managers have worked hitherto in the "not-so-large" units, their ideas can be applied to the larger ones, which can remain democratic only if there is a considered policy of planned de-centralisation into smaller units with a large degree of practical autonomy, and with "the last word" in all matters directly affecting human beings. Decisions on technical policy such as external painting can perhaps be made by the larger unit, but John Smith's notice to quit should depend on the officer who knows him. This type of administration, of course, involves a trained staff competent to make decisions and recommendations and working in direct contact with the people.

Finally, I want to see women in housing with alert and forward-looking minds, using their knowledge of social problems gained through housing to throw a constant searchlight on to the great social and economic issues which lie behind housing, and about which there will be a stern struggle in the years ahead.

IN LIBRARIANSHIP

THE keynote to the librarian's work, is his direct contact with people: his aim, to give them the right books for their needs and to please where he cannot educate. He must, therefore, possess an understanding of human nature and sympathy with the innumerable points of view, interests, and educational needs of his fellows, for the satisfaction of which a well-run and well-stocked library can be so great a resource. He needs also tireless patience in transcribing for catalogues; in producing a full index to a stock often consisting of many thousands, even millions, of books on all subjects, simple or complex, and in almost any language; and in acquiring a working knowledge of great numbers of reference books.

But even this is not enough, for to initiate and carry out extensions of library work, he must have a broad conception of its educational function and be prepared to organise exhibitions and special collections; to co-operate with schools and other educational bodies, and to keep a watchful eye upon local affairs so that at any moment he may seize opportunities for stimulating and encouraging local interest in them.

Marriage Bar An Obstacle

The war broke out at a critical stage in library work, when it had just begun to receive its merited share of attention as a recognised profession, and when trained staffs were beginning to make considerable improvements in the service. Then came the call-up, cutting badly into their numbers. Young girls and boys, older men and women, and married women, have filled the gaps, as in other jobs.

The position of married women is usually the same as that of other wartime employees—on a temporary basis—and no prejudice for or against them can be said to exist. They are accepted as one of the novelties of the wartime service, despite a definite peacetime marriage bar. Before the war, the main basis for the prejudice against women in library work was the fear that they might marry and the library thus lose the services of a partially or fully trained assistant. Abolition of the marriage bar might encourage women to continue their work after marriage and to give longer service at the most valuable stage of their career. The benefit of this plan has, of course, to be proved.

In peace time, librarianship was never considered such a worthy career as elementary school-teaching, though a long training and a peculiar ability are needed for both. Only recently has a connecting link been found between these two functional careers, and the proposed post-war adoption of the Burnham salary scales for librarians shows that this connection has been recognised. Girls entered the profession because it was outside the commercial rut; training by examinations was not always rigidly insisted upon, and it provided a "lady-like" stop-gap until marriage. The appeal to boys was a vague one, and correspondingly lower.

An Honourable Career

The maintenance and improvement of the examination system, the growing appreciation of the full value of the work, and a demand for well-trained, efficient assistants (of either sex) will do much to place the library service in its proper perspective and will provide an honourable and well-defined career for boy or girl.

A great deal of routine library work demands long hours of application to repetitive detail and accuracy for its own sake. The fact that women assistants have often accepted and performed this work more efficiently than men

may demonstrate an inherent quality of patience in women which is most necessary. It may, indeed, indicate that women library assistants will accept the need for good routine work in a library in the same spirit as generations of housewives have accepted the endless need for washing-up!

Feminine intuition may be fact or fable, but women often prove more sympathetic to the requirements of a hesitant borrower who does not always know or say just what he wants, especially so, perhaps, when the borrowers are children. Women have an undoubted grasp of human nature and, since it has already been stressed how important is the librarian's contact with the public, this may be a quality in their favour. I would almost go so far as to say that women adapt themselves more readily than do men to the idea of "serving" the public, while gently asserting their own knowledge and training.

It seems generally true to say that no sex discrimination occurred before the war in the appointment of junior assistants, but it was a general practice to advance the salary of the male assistant by larger increments until he was earning a higher salary than the woman, though at the same stage in his career and doing no more valuable work. Vacancies for senior assistants, deputies, and chiefs were usually advertised without discrimination, but men were more often appointed because large library systems preferred them in senior positions and because appointing committees also consisted largely of men.

It appears, therefore, that a bias in favour of male librarians existed in fact and could be traced to the numerical superiority of men on controlling bodies and to the old assumption

that, because women will work for lower salaries, the standard of their work must be correspondingly lower. If the principle of equal pay for equal work is applied generally after the war, it remains then to be seen how equal a service women can render with men in all grades of library work and whether local authorities will see the futile injustice of distinction between the sexes in matters of salaries and prospects, provided that an equal standard of work is reached by all concerned. It also remains to be seen whether a rise in the status of library work will attract more men to the profession and what preferential attitude will be taken towards ex-service men.

Promotion By Ability Only

The McCollin Report on post-war library planning favours no real distinction between men and women—indeed, it says (in support of several points raised here):

"We do not want librarianship to become either a man's profession or a woman's profession. It can usefully employ both. We certainly do not want it to become a woman's profession simply because women are paid substantially less, and so, whatever other view we may hold, wisely or unwisely, we assert the basic principle of equal pay for equal work. Yet if we adopt Burnham scales in general, we must adopt such sex-discrimination as they contain . . . and provide necessary safeguards against the feminisation of the profession. This is important because we do need men, especially in the senior positions (not all men, but a proper proportion), and since the senior posts will be filled by those who have risen from the general professional grade because of their ability, we must have an adequate proportion of men in that grade. One cannot have cream without milk. The simplest and fairest method of control at the initial stage of admission to the Library Schools . . . is an equal number of men and women students."

Miss A. D. BAXTER, Almoner at the Victoria Infirmary, Glasgow, tells of women's great opportunities

IN SOCIAL SERVICE

I HAVE for long held the view that the work which gives the greatest satisfaction to women is that which brings them into touch with individual problems and real people. Rarely do they have the quality commonly possessed by men of finding joy in estimating the tensile strength of steel or in analysing the local sewage plant effluent—nor do they find much delight in typing the answers!

Local government service has in the past offered this satisfying individual work mainly to health visitors, whose dress may be uniform and whose salary is "according to scale," but whose work cannot be closely prescribed. Medical officers, teachers, housing managers, almoners, probation officers, care committee organisers, are also amongst those whose work is—or should be—built on principles and not hedged about by rules.

The Beveridge Report, the Education Bill, the White Paper on a National Health Service and various Housing Plans, all point to amazing new opportunities of interesting and satisfying work within local government service for women—if and when they are ready for the opportunities.

I am sure that many women officers, having read the Beveridge Report, said, in effect, "This plan establishes the principle of assured subsistence for all. The day of measuring relief according to rules which take account of what each individual has or has not is passing. But automatic satisfaction of basic material needs is not the whole answer to the social question. There remain problems of health, housing, education, social maladjustment and moral irresponsibility which cannot be solved by a few well-placed figures on paper. They require for solution a mind trained in

the social sciences—psychology, philosophy, history and economics—and a flexible and resourceful personality developed by means of wide and varied experience. I shall train myself for that work."

Training for social work is usually taken in two parts. The first consists of two years' study at a University for a Social Science Certificate. At some Universities this can be taken in spare time, but a better result would be possible if local authorities, recognising the value of this type of training, were to grant students' leave to suitable officers. Here is a task for NALGO's persuasive powers!

The addition of a certain amount of widely varied practical experience under trained social workers transforms the certificate into a Social Science Diploma.

The second part of training lies in appropriate practical experience for the particular type of work the student wishes to make her speciality.

It is unnecessary to emphasise the value of training for specialised work of this sort to thoughtful women. I realise that some local authorities are slow to recognise or demand special qualifications. Public opinion will, however, create the demand and the opportunity and, as in the cases of the medical, teaching, and nursing professions, also set the standard. I believe that this standard—a high one—will be formulated within a few years after the end of the war and the beginning of the reconstruction programmes now written on White Papers. This will probably allow only just enough time for this winter's starters to qualify for the first of the interesting new posts for social workers.

(Continued on next page)

Interesting? Yes! From a care committee organiser's notebook comes the case of a schoolchild whose thoughtful headmistress notices a decline in the standard of her work. An intelligent enquiry devoted to the home and family by a worker trained to appraise every sign, revealed early symptoms of a hitherto unsuspected disease in the father which was having its effect on his personality and consequently on his family. Treatment was planned which not only helped the patient and spared the family purse, but restored the child's sense of security in her home and made possible her normal progress at school.

From a local paper of a month ago I take his story. A boy of 15 or 16, living with his mother (who works constantly on night shift) and his grandparents (both well over 80) gave trouble by refusing to go to work. One morning he made such a fuss about it that he was charged with a breach of the peace. The magistrate, in putting him on probation for a year, said "You understand, you must work and you will require to get up in the morning the same as others. I think it *candulous* that a boy should have had six different employers in a year."

The italics are mine. I think the poor lad had amazing reserves of energy to kick up such a row after adjusting himself to six different situations within a year. But what confession of failure on the part of his elders and betters lies here, and in dozens of similar tales to be picked up daily from local papers! Did his difficulties exist when he was at school? If so, could not the education committee help him through a child guidance clinic and psychiatric social worker? Could not this waste of young energies have been prevented had there been available an expert to give him vocational guidance?

Social problems bearing on health fall to the medico-social worker or hospital almoner, who is concerned to relate the patient's

social background to his medical condition. Is there anything in his home or working conditions, his financial circumstances, his social relations, which has contributed to his illness? Or which will prevent him from carrying out the doctor's instructions? Or which worry him in such a way as to delay or prevent his recovery, or cause a recurrence of his illness immediately he returns to old conditions? If so, a solution must be found, in co-operation with the medical staff, which is acceptable to the patient. On the other hand, if the patient's illness is such that his whole social and working life requires readjustment, the almoner's special training and experience equip her to help him over the problems attached to reinstatement in normal working life. This special training occupies eleven months which are spent in various hospitals under the guidance of certificated almoners.

From my almoner's notebook I take at random the case of the man who produced a formidable list of symptoms. The medical staff could not find a physical ailment to account for his complaint and turned him over as a social problem. Some sympathetic enquiry and encouragement brought forth a tale of domestic strife piled up from the loss of a job until it had become unbearable. Separate talks to husband and wife, holidays apart, a job with renewed self-confidence for the husband, all helped to heal the breach and, in addition, helped the family to rebuild a happier home life—and kept the hospital free of one abuse of its resources.

Perhaps I have written enough to indicate where the interest in social work lies. Further advice on training and prospects can be got from the University Schools of Social Study in London, Oxford, Leeds, Liverpool, Birmingham, Bristol, Manchester, Nottingham, Edinburgh and Glasgow—or from myself, if the Editor of LOCAL GOVERNMENT SERVICE will kindly forward any enquiries to me.

Glamorgan Wins a Square Deal for its Serving Members

By W. G. DAVID, Hon. Secretary, Glamorgan County Branch

MORE than 250 members of the Glamorgan county branch are in H.M. Forces, including, of course, some women officers. They are scattered throughout the world; serving on the various fighting fronts or fretting in a prisoner-of-war camp. Most have gained commissions; several have received awards for bravery; a few have been killed.

This position is not unique. What might be considered unique, however, is the way the branch has solved the difficult problem of demonstrating our gratitude to them all in so practical a manner that those who come back will not feel that we left them out of our plans for post-war reconstruction.

Many have been away for five years. The youngsters of sixteen in 1939 are now twenty-one. The junior officers of twenty-two, or twenty-three—the ones the chief had his eye on for promotion before they left in 1939—are nearing twenty-seven or twenty-eight. They are boys no longer. They will be looking for a job with reasonable pay on their return. They are looking to us now to make preparation for that return.

To explain what we have done, it is necessary to set out the grading, salary, and promotion scheme of the Glamorgan county council. From 16 to 18, a boy can enter the clerical side of the service provided he possesses the school leaving certificate or its equivalent. The clerical staff are graded from probationer clerk to principal clerk in five steps. The grades most concerned are:

Probationer clerk £70 × 10—£100.

Third-class clerk £110 × 10—£175.

Second-class clerk £180 × 15—£300.

By reason of age, the men in these grades

form the bulk of the 250 and upwards on war service.

The staff side of the joint committee considered that the solution to the problem of the men in the Forces was to abolish the grades of probationer, third-class and second-class clerk and to adopt a wage-for-age scale of salaries commencing at £80 at 16 and rising to £300 at 29 or thereabouts. The branch executive approved of the scheme and, with some improvements in the intermediate incremental positions of the present scales, we submitted to the joint committee a consolidated scale for general clerical officers up to a maximum of £300. At the same time, we included what we considered should be the minimum requirements for promotion from this general clerical grade. Since our main concern was for the position after the end of the war, the staff side's recommendation gave no date for the scheme to begin. The executive committee amended this by directing that application should be made for it to operate from April 1, 1944.

Application was made at the December, 1943, meeting of the joint committee, and we were disappointed with its reception. The whole matter was deferred, with an unsatisfactory reference to any cases of hardship which might arise receiving sympathetic consideration. This was not only disappointing but disheartening, for it was just this "sympathetic consideration" for individuals that we wished to avoid. That practice caused untold trouble for our predecessors after the last war, and it was to prevent similar chaos that we had worked out our plans, not only to play fair with our colleagues but to establish

a straightforward type of scheme which the council could operate with ease and justice.

Word of the scheme had, of course, got about amongst members of the council and when the decision came before the council for confirmation, the establishment committee was given a specific direction to prepare a scheme in consultation with the staff.

In February, this year, therefore, we renewed our application to the joint committee. This time, we were more successful. It was agreed that a scheme based on the branch proposals should be adopted. The present scales and grades were, however, retained, and it was recommended that, within the limits of those grades and scales, promotion should be granted from the probationer grade to the third-class grade, and from the third-class grade to the second-class grade, to those now in the Forces or on National service who, by reason of their absence, have been denied the normal opportunities of promotion.

Consideration of what might be regarded as the normal opportunities of promotion, i.e. what period of years should be served in either of these grades before promotion might be expected, was referred to the staff side and the county treasurer. Statistics were examined, and at the May meeting of the joint committee the county treasurer reported agreement between us on this point. It was recommended that probationer clerks and third-class clerks now in the Forces should be promoted to the grade next above after serving minimum periods of two and five years respectively in their present grades, and receive salary according to their incremental position, so calculated, on the higher grade as from April 1, 1944.

A rider to the scheme is that the salary position of a serving member who had completed or exceeded either two years' or five years' service in his grade before he joined the Forces, shall be calculated as from the day he enlisted. Similar provisions will be made for women who have been on war service.

In June, the county council confirmed the recommendations. We in Glamorgan are very proud of our success. We appreciate, too, the generous attitude of the county council in making a settlement which, in our view, not only deals justly with the serving member as such, but forestalls also the inequitable position which could have arisen as between him and his colleague who, for reasons over which he has no control, has remained at home and has been promoted to an acting higher rank.

This achievement in Glamorgan explains the amendment by the South Wales district committee to the notice of motion of the Stretford and District Electricity Board branch appearing on the conference agenda. Stretford suggested that members on war service who would normally have been regraded should, after twelve months' satisfactory service on their return, be placed upon the appropriate step within the new grade which they would have reached had they been continuously in civilian employment. The South Wales amendment, which we regard as an improvement on this, was that a permanent officer who, through war service, had been denied the normal opportunities of promotion, should be promoted to an appropriate position in a higher grade, that position being determined by the length of his service.

Coventry's Wartime Plan

COVENTRY City Council have decided that when possible, in order to preserve to members serving in the Forces their opportunity of promotion, consideration should always be given to them. Those who would, had they remained in their civil employment, have been competent applicants for any vacancy, are to be considered as well as those now working in the particular department concerned. The rule is to be especially observed in connection with posts in the general grade.

12 Women Discuss Equality, Marriage Bar, and Post-war Prospects

Looking Forward

AS long ago as 1914 the MacDonnell Commission on the Civil Service expressed the opinion that "in connection with the employment of women . . . the object should be not to provide employment for women as such, but to secure for the State the advantage of the services of women whenever those services will best promote its interests." With this statement no intelligent woman in local government will attempt to quarrel. As a result of the present war there has been much wastage of some of our finest brains, and to make up for such loss it is surely folly to disregard or belittle the potential capabilities of any one section of the community. In the House of Commons women M.P.s have proved their merit in positions of great responsibility, and our local authorities themselves have derived benefit from the counsel of their women members.

Surely, then, it is logical to suppose that the various departments in local government would gain from having a wider field from which their officers might be chosen. Admittedly, we have a woman assistant director of education, we have women librarians and architects, and just recently we have acquired a woman deputy town clerk in the Home Counties, but such appointments are conspicuous by their rarity.

The Sex Disqualification (Removal) Act 1919 provides that "a person shall not be disqualified by sex or marriage from the exercise of any public function or from being appointed to or holding any civil or judicial office or post." This fact should be borne in mind by NALGO when the post-war recruitment of officers is being considered.

The existing factually dull Ministry of Labour pamphlet on Local Government as a Career should be supplemented by an attractive brochure which would underline for girls the various departments of the service which offer them a satisfying career. This brochure should be circulated to every career mistress in the country, and would serve the dual purpose of a vocational guide and a testimony to the importance of the work done by local government officers.

In the existing framework of the service much of our difficulty in arousing the enthusiastic support of women members lies in the fact that so many of them belong to specialised branches. Nurses, for example, have loyalties to their own professional bodies, and as our main approach to them lies through their employing departments, it is up to us to see that those particular departmental representatives are fully aware of the special benefits which nurses may derive from their contact with NALGO. Library departments are often lost to NALGO by the very fact that they are housed in another part of the town, and live very much a life apart from their colleagues of the Town Hall. Branch secretaries should be mindful of these potential sources of women members.

During the past year women's committees have been formed throughout the country. Their purpose, as I see it, has been to educate our women in procedure, to give them confidence in debate, to spot ability, and to hold a watching brief on matters of particularly feminine interest.

A Royal Commission is being formed to consider the question of "Equal Pay" and as NALGO will no doubt be called upon to give evidence, I would put forward the suggestion that the women's committees could usefully employ themselves in the acquisition and tabulation of the necessary data.

JANE A. DOWNTON, M.A., F.L.A.,
Vice-President, Luton Branch; Chairman,
Eastern District Women's Sub-committee.

Whitleyism the Only Way

I WOULD like to suggest to women members that they take the fullest interest in Whitleyism. After 25 years in local government service, most of it spent in charge of the office of a school clinic medical service department, my salary is £200 per annum. Considering the responsibility involved, and the fact that the office was run with the minimum of reference to the Chief I think the salary quite inadequate, and the situation sadly in need of revision.

London.

"HOPEFUL."

Take Up the Challenge!

DO we, as women local government officers, realise we are being challenged by our opposite numbers, and in a kindly manner? In taking up this challenge we have to mellow a

READERS' FORUM

Contributions for the October Journal should reach the Editor, 24, Abingdon Street, London, S.W.1, not later than Monday, September 18th.

prejudice that has come down through the ages, that is, man's reputed superiority to woman. Let us be the pioneers of 1944 in the post war status of local government women. I dread to think what will happen if we do not avail ourselves of this opportunity.

If we cannot lead, let us give our wholehearted support to those who attempt to pave the way, for we must admit that, as women, we have yet to learn the value of standing together.

"PIONEER."

EQUAL PAY FOR EQUAL WORK

Bachelor's Bonus

ONE argument which is brought against equal pay for equal work is that "men have greater responsibilities than women, to wit—wife, children, household, etc., whereas the majority of working women are single." Why then do the bachelors receive the same pay as the married men? Are we paid for our work or for our responsibilities voluntarily undertaken?

"PERPLEXED."

Independence a Privilege

THE equality of women is a subject with many aspects, but fundamentally it is an economic question. Women, as has often been stated, tend to be valued in the business and industrial world according to the wage rates they can command, and, only too frequently, they value themselves on the same basis. Women need not only to command the wages they deserve, but to learn to take a pride in economic independence. This change of outlook will not be acquired without some sacrifice, and I would go so far as to say that the sacrifices should be made now, even before the fruits of the fight for equality have been won. Women must give up expecting to be treated by their men friends, having their bus fares paid, receiving gifts without giving in return, being taken to shows at no expense to themselves, taking it for granted that the men will provide the cigarettes. They must pay their way, and after the first shock, men will surely respect them the more for it. So long as we are prepared to accept the privileges of inequality we do not deserve and cannot expect the privileges of equality. Even women cannot have their cake and eat it too.

Bristol.

G. HAWTHORNE.

SERVICE INCREMENTS

A Needed Encouragement

A GOOD deal has been done recently for the younger women members of the local government staff, but very little for the older members.

Under the present grading scheme in the ticket and receipts department of the transport offices here, one receives the maximum salary at 25 years of age. There is nothing further to look forward to, however long one may remain in this service.

Service should be appreciated in a practical form. As there has been such an increase in the number of women officers, perhaps now is the time for members of NALGO to look into this matter.

Sheffield.

WINIFRED SHARP.

BRANCH AND DISTRICT COMMITTEES Service Will Be Well Repaid

TO urge people reading this number of L.G.S. to become members of NALGO would presumably be preaching to the converted, but I should like to put forward a very strong plea to women members of the Association to take a much more lively interest in the affairs of NALGO. We are apt to take for granted the many benefits which the Association has procured for us—even those so dear to the hearts of all of us as salaries, bonuses and conditions of service—but we are under a moral obligation to become more effective members, and this we can do most easily by taking an active part in the affairs of our own branch. And not only on the social side. I should like to see more women on branch and district committees. The effort entailed in getting on these committees would, I am sure, be well repaid—from the personal point of view, members are kept in touch with all that is happening or likely to happen in connection with the aforesaid salaries, bonuses, and service conditions, and for those looking further afield, it is enlightening to learn to appreciate the difficulties of other branches of the service.

To those serving on committees may I suggest that the "suffragette attitude" should be withheld until the men have asked for it. Put your case logically and clearly, and I am sure that, in nine cases out of ten, the men will treat it sympathetically. Remember that we are local government officers—the term does not discriminate between men and women. Fight for equality, but do let us be careful not to ask for preferential treatment.

Reading.

DOROTHY I. TAYLOR.

UNITY

"Women's Number" Can Help

PLEASE accept, in happy anticipation, an expression of sincere thanks for the "Women's Number" of the NALGO Journal. With the steady increase in women recruits to the rank and file of local government service, I am sure that it will not only encourage the more diffident among us to voice opinion, but that it will also help us to take a more active part in obtaining that first essential of success in any organisation—unity.

Holborn.

"RANK AND FILE."

THE MARRIAGE BAR

Supply May Exceed Demand

NALGO should go warily in pursuing its policy of working for the removal of the marriage bar.

After the war, it seems certain that, once again, the supply of women for women officers' posts in local government will exceed the demand, and while that position prevails, single women should have preference of appointment.

Whilst I do not doubt that local authorities will, in the main, prefer to employ single women, the fact remains that, if women are allowed to remain in employment after marriage, they will in all probability occupy the higher posts and block the way of promotion for the unmarried and younger women.

The woman who wants a home and a job should choose her job carefully so that it can be fitted in with her home duties. Local government service demands work during specified hours and it is the exceptional, rather than the average woman, who can run two jobs simultaneously and efficiently.

The problem will largely solve itself, because I believe women will always choose marriage as their ultimate career. If there are jobs for all, let the married woman have one if she so desires, but I do not wish to see married women in employment whilst single women queue at employment exchanges.

Durham.

H. G. MACDONALD.

Colossal Waste of Ability

CAN we as a nation in a post-war competitive world allow the vast, real and potential, ability of married women to be wasted?

In our country women seem to be divided into two distinct classes—single women, by their proved ability earning their own living, and married women solely engaged in domestic responsibilities. It seems to be part of our ancient tradition that a married woman should subordinate all her interests to those of her husband. During the stress and strain of the

var the two classes have been merged and women have had to undertake the two-fold job of running home and maintaining an outside occupation. Surely then, a grateful country cannot refuse them the opportunity of earning their living and contributing to the domestic exchequer in the days of peace?

It may be argued that married women should not be allowed to compete for positions which are the sole support of single women and family men. This is a narrow view-point, for surely in a progressive country—and we *must* be progressive if we are to survive—there should be suitable employment for every willing worker. We have only to turn our eyes in the direction of Soviet Russia to see that it is not only possible but practicable.

It might also be said that the wholesale employment of married women would have a deplorable effect on the falling birth-rate. Do I not believe this? Modern women do desire children and, what is more, they wish to be better able to educate and guide them. None of us contemplates a return to the Victorian idea of family life, and women should have sufficiently leisurely lives to be able to devote a part of their energies to either a part-time or a full-time job. Mothers who have in this way acquired outside interests are far better able to help their children and direct their ability and energy into the right channels.

How many of us stop to consider the glaring fact that many women who have no taste or ability for domestic work are, upon marriage, condemned to spend the remainder of their lives in what is, for them, sheer drudgery? As wage-earners these women would have the means to employ adequate domestic help or, at any rate, make available the numerous—but expensive—labour-saving devices which science places at our command. It need not affect, as so many believe, a woman's unique position as home-maker.

In passing I might mention the professional woman who will not marry because she has to relinquish her position on marriage. What a loss to the community!

Why should women be cloistered up in this fashion when they can offer so much? Wives and mothers can give invaluable service, particularly in the sphere of social service and welfare work. How foolish of us to remain blind to this truth and bar our doors for ever to those who by their virtue of their marriage often gain deeper understanding.

That is the whole problem as it appears to me, but the greatest obstacle in the way of complete emancipation lies in the attitude of the women themselves. Winifred Holtby aptly says, it is the "pleasures of leisured matrimony which militate against any universal desire on the part of women to remain economically independent after marriage." Alas for the "lifetimes devoted to the moloch of Domestic Occupation!"

Sheffield. KATHLEEN WILKINSON.

Qualified Women Indispensable

AS a member of the permanent staff for nine years prior to my wartime marriage, I disagree with the marriage bar for several reasons, among them: why should a qualified woman, who has been well trained in the local government service be obliged to resign on marriage, when it has been proved during the war that she is able to maintain her efficiency in the service in addition to carrying out her home duties? Moreover, where a married woman has been employed in a specialised job in local government she may have difficulty in finding work in private business.

Certain married women will be indispensable to the service during the change-over period at the end of the war. They will be required to train new personnel and to help members of the permanent staff, now serving in H.M. Forces, to re-train for more responsible jobs. It would be unjust to accept this co-operation without allowing such women the option of remaining in the service.

I do not believe that the lifting of the marriage bar in post-war years, would create the danger of more unemployment among unmarried women. The adoption of the desired shorter working week coupled with the necessity for national reconstruction, should result in a minimum amount of unemployment.

I firmly believe that any married woman, who so desires, should be allowed to continue to work in the job or profession for which she has been trained, should she be willing to accept all the responsibilities entailed and to ask for no concessions.

Special arrangements should be made, however, for maternity leave.

Sheffield. V. EDWARDS.

WOMEN PROVED THEIR WORTH An Example to Follow

DURING the war women have proved their worth, if only by taking the places of the men who have been called to H.M. Forces. No less than in any other service, local government women have accepted their moral responsibility and are doing a good job of work.

Surely in the future, when all men and women, are working under more congenial circumstances, women will be given the opportunity of proving that their peace-time worth is as high as their war-time worth? Let NALGO's aim be to persuade all local authorities to keep the entry open to both sexes, to eliminate the special grade for services and salaries for women, and give them the right to aspire to the higher grade posts.

These are some of the privileges enjoyed by the members of our branch, which boasts a 100 per cent membership.

(Miss) I. GUNNER.

Brynmynon, Glamorgan.

War Damage Insurance— Private Chattels

Members desiring immediate insurance cover under the government's War Damage (Private Chattels) Scheme should obtain the official application form (P.C.S. 1) direct from Headquarters. Cover cannot operate until the completed form, together with premium (10s. 0d. per cent) is received at Headquarters.

Claim forms (P.C.S. 3) will be sent by Headquarters immediately on application. They must be returned, completed, within 30 days of damage occurring. If an extension of time in which to submit a claim is necessary, notify Headquarters and state further period required.

The Board of Trade has made it clear that the government will not admit liability for losses by burglary, theft, looting, etc., although they may arise as a result of enemy action. Nor can insurance companies be expected to meet such losses out of premiums which were never loaded for such risks. Whenever possible property should be removed to places of safety, or alternatively should be locked up, boarded up. It is not sufficient to cover them with linen or similar material. Headquarters will give all available information to policyholders who may be in difficulties.

THE AMBULANCE SERVICE "A Chaotic Position"

YOUR editorial note on the ambulance service in the August journal will be of interest to every member of the ambulance services.

The present systems are chaotic. The new arrangements should be under the control, in every district, of officers of ability and experience who, whilst working with the medical men, would not be under their administrative control. Ambulance officers are at present, generally speaking, poorly paid, having regard to their responsibilities. This has the effect of discouraging men of ability from taking up ambulance work; and it does not help if they have to work under the "remote control" of other officers to whom the service is only a side line.

One wonders what would be the attitude of a chief constable if his force in air raid action became a sub-unit of the Special Constabulary or Police War Reserve; and if, at the same time, he and all his officers from the rank of inspector upwards were placed in the position of having little or nothing to do during air raids. Yet instances can be quoted where chief ambulance officers and their trained officers are placed in such positions, and no use whatever is made of their training, experience, and skill.

"MIDLAND."

WATER SUPPLY

"National Grid Essential"

I WAS surprised to read the apology for the Government's water policy in the July journal—for I cannot think it can be more than apology. "Nothing has happened to cause grave disquiet" over our water situation says Mr. Warren. Because rural areas and some urban areas always have a shortage, it must be accepted as normal, I suppose, and so, of course, unchangeable. The article entirely ignored the need for ample water on farms, if we are to have clean and adequate milk, ley (i.e. modern) farming, more market garden crops, and so on.

Of course existing agencies could supply water to everywhere, but at what cost! Let us be clear that every house needs a piped supply; that our standards are steadily rising and our future needs will double; that agriculture and industry will demand more water, and modern drainage schemes lower potential supplies. Mr. Warren

admits that water distribution is expensive, but apparently does not realise that it is all the more essential to spread cost more evenly.

The Government had a thin time in the House of Commons over the Water Bill, and was assailed from all sides. A national water grid—perhaps on the lines of a Central Electricity Board, drawing supplies as needed and available—is essential if the rating system for water is not to break down completely. To suggest that Government policy is to encourage local authority purchase of small companies is to read something into the "policy" which is not present or even suggested by the Bill, the White Paper, or Government speeches. When will we realise that water is as essential as air!

16, Rodney Gardens,

West Wickham.

S. H. HASSELL.

WHITLEY AWARDS

Can We Get Them Adopted?

I READ with interest your report last month that the National Whitley Council had been considering all sorts of things at its latest meeting. Unfortunately, until some method is discovered of persuading local authorities to implement the awards and decisions of the National Council and the respective provincial councils, it seems that the significance of the Whitley Council is greatly over-rated.

I imagine that the Whitley Council organization is the only one of its kind where the members of the employers' side can, and do, please themselves whether or not they carry out the obligations of membership. Certainly, as far as I know, all the awards of joint Industrial Councils for manual workers seem to be put into operation by most authorities without much argument. All Whitley Council decisions—except the deplorable and disastrous one concerning the 39-hour week and payment (at a false rate) for overtime—have still to receive formal approval by a local authority before being honoured, and how often is that approval deliberately delayed, and often entirely withheld? Even the last humble 1s. 6d. a week bonus had to await such approval!

All power to the future of Whitley Councils, but do not let us overlook the fact that whatever influence they have depends almost entirely upon the degree of honesty with which local authorities honour the obligations of membership, and that the war bonus award, and the overtime scheme, would both be regarded as shameful by any self-respecting, honest-to-goodness trade union.

Southampton. "FESTINA LENTE."

If our correspondent will read the report of the Bognor Regis arbitration on page 162, he will find that there is now a very effective method of "persuading local authorities to implement the awards and decisions of the National Council"—and that NALGO is making full use of it.

L.G.O.'S WHO TURN TEACHERS

Pension Problem Not So Black

"TECHNICIAN," writing in the August Journal, is inaccurate both with regard to the Burnham scales of salary and the Teachers (Superannuation) Acts.

(1) His non-teaching duties could have counted for increments if connected with professional or research work, or if, being office duties, they appeared likely to be of value to him as a teacher. (Section 16 (d) of the Burnham Technical Report).

(2) If his non-teaching experience did not qualify for recognition under Section 16 (d) of the Burnham Technical Report, it might be considered to be "exceptional experience" and qualify for a Special Allowance under Section 5.

(3) The qualifying period for a pension under the Teachers (Superannuation) Acts is either (a) thirty years of recognised, qualifying or contributory service or (b) two-thirds of the period between entering contributory service and attaining the age of 65; with a minimum of 10 years.

"OFFICIAL."

NALGO HOUSE

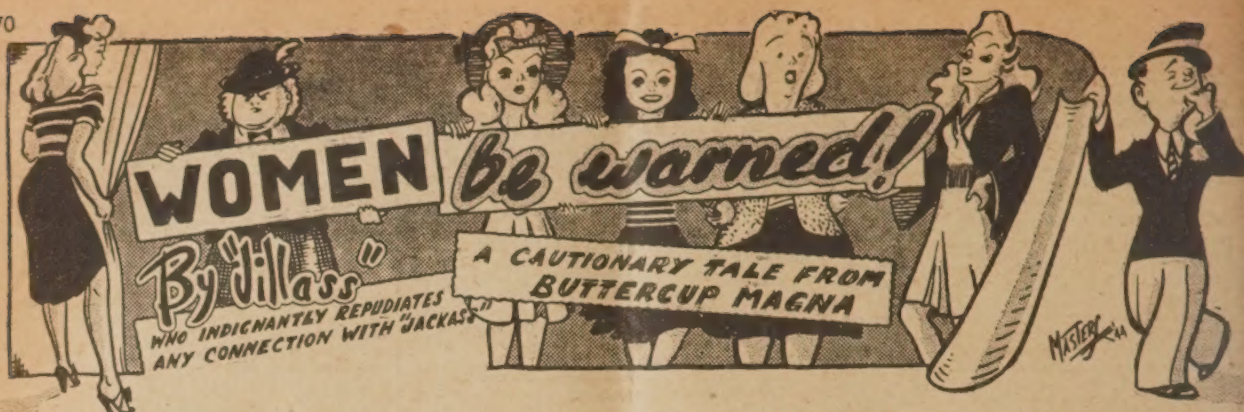
A Message of Thanks

MAY I, as a member of the Manchester branch, express through your columns my appreciation of the excellent services rendered at NALGO House, Matlock.

Recently I spent a fortnight there and benefited greatly, thanks to the splendid way in which the home is run. Conditions are perfect, and every credit is due to Miss Thomas, the matron, and her staff, for the superb services they render in these difficult times.

Salford.

W. H. STARKIE.



IT has been said by wiser women than I (or perhaps it was a man who said it first), that women who Fight for their Rights are beating their heads against a brick wall, for you cannot change human nature. Certainly my own head bears bruises in plenty, yet it does happen that even men, reactionary and mentally sluggish as they are, sometimes see the Light—in some Utopian authorities even going so far as to recognise the justice of women's claims.

Driven by the terrible maleness of my own local authority, Buttercup Magna, to ponder this problem in the solitude of my bedroom (which, being over Farmer Beetle's farmyard, gives every encouragement to waking reflection), I have at last come to the conclusion that when enlightenment does come it must be through the wearing away of the brick-wall-bulldog exterior, until the finer qualities (which are present in rudimentary form, even in the hardest of male hearts), are at last exposed.

Quite soon after I had come to this conclusion its truth was demonstrated by our own Fight for Women's Rights in Buttercup Magna. The Frontal attack which we launched so vigorously came almost to nothing, yet we did achieve something—and I will tell you just what happened, for you may, by following our example, save yourself hours of anxious and futile argument.

It began at the Annual Joint Sunday School Outing, when Miss Golightly—chief secretary-typist cum book-keeper to the Clerk of Buttercup Magna—met Miss Legge, her dashing opposite number from Much Cowslip, who took the opportunity of dilating at length, on Much Cowslip's recent triumph in securing the formation of a women's sub-committee.

Miss Golightly, roused to indignation and envy, realised that the women of her own authority were not getting a square deal. Miss Legge agreed. They must, she declared dramatically, seizing a near-by lemonade bottle and waving it above her head, take action (and take plenty of it); stir up the comatose male members of their branch, and cease to drag behind the energetic, go-ahead Much Cowslip.

The effect of this appeal, despite the cooling application of lemonade from the bottle, which fell at that moment on Miss Golightly's head, was strongly reinforced by Miss Legge's passing remark that the indefatigable Women's Sub-Committee of Much Cowslip had just won for its members the same war bonus as for men together with equal pay for equal work.

Forgetting the egg and spoon race, and even the film "Purple Passion" then showing in the marquee, Miss Golightly, her bulky form quivering with animated zeal, declared her intention to act—yes, even if it got her the sack.

So it came about that, two days after the Sunday School Outing, Miss Golightly dropped her bombshell into the executive committee's summer somnolence by presenting the secretary with a memorandum signed by all 16 women members of the staff, stating that they, having paid their subscriptions in advance, which was

more than the men did, demanded a branch meeting to consider the position of women in Buttercup Magna, and urging that Miss Primwood, NALGO Women's organiser, be invited to address it.

To be compelled to hold a meeting six months before the Annual Meeting, held to re-elect the same officers, was bad enough, but to hold it to consider the position of 16 women was appalling. Mr. Drane, the branch secretary, a sanitary inspector of mild views who hated any sort of stink, reasoned long and tediously with Miss Golightly in the corridor outside her office. He begged her, in view of the War in the West, black-out, rationing, paper control, the temper of the clerk, and the flying bombs in Southern England which had made them have two A.R.P. exercises in one week, to remit this important matter to the executive committee for consideration and report at some future date. But Miss Golightly, rudely remarking that she had been had that way before, was adamant, and the branch secretary had no choice but to inform the Clerk that, under Rule 14(a) dealing with "Meetings, calling of", he would have to call a branch meeting, adding that with the Clerk in the chair, everything should go according to plan, providing they had a plan.

Miss Primwood, having agreed to come down for the meeting during her north Scottish tour, a date was selected, and, using my charm with the proprietor of our local cafe, with whom I sometimes go to the pictures, I arranged for tea and sandwiches (strictly utility) to be provided in order to ensure a good attendance.

The day arrived, together with Miss Primwood, who caused momentary consternation among the executive committee, assembled to meet her, by descending from the bus with her right hand raised above her head and her hand clenched. Beads of perspiration broke out on the secretary's brow, but the tension eased when Miss Primwood explained that this position was semi-permanent as a result of long and continued strap-hanging on her journeys between Portserra and Penzance.

The Church Hall, kindly loaned for the meeting by the Vicar under the impression, conveyed by Miss Golightly's eloquent if rather ambiguous explanation, that its purpose was to win support for the Conversion of the Heathen, was well-filled when the Clerk, preceded by Miss Primwood, swinging enchantingly from the hips, mounted the platform. The clatter of tea-cups having almost subsided, the Clerk cleared his throat preparatory to introducing Miss Primwood. But the latter, having received from Miss Golightly a carbon copy of the carefully worded and subtly dampening speech he had prepared that afternoon, adroitly forestalled him. Waiting only for his first sentence to reach its conclusion, she leapt to her feet, and brushing the crumbs from her corsage, plunged into a soul-inspiring harangue on the citizens of today (female of

the species), their wrongs and their rights, and on the imperative need for them to unite, and form a women's sub-committee to set an example to their country.

The Clerk, however, is, within his limits, a resourceful man. Rising again after the thunderous applause had subsided, he thanked Miss Primwood for her pleasant little . . . er . . . er . . . talk, and went on to declare that the sixteen female members of his staff were hard-working, punctual, obedient, tactful with troublesome councillors and ratepayers alike, charming always and a joy to work with. But he would ask them to remember that it was a priceless thing for a woman to remain womanly. Ignoring Miss Golightly's audible "Nature settled that" (beyond making a mental note to deal with her in the morning), the Clerk continued, "I would not go so far as to emulate Adolf Hitler by saying that woman's place is in the home, but I would ask my lady friends to remember that, if they demand equal pay for equal work I shall seriously have to consider making a report to the council showing that no one here does any work with the exception of myself, and the council will have to decide on the appropriate action." He then sat down, removing his spectacles with a sweeping gesture.

A few members of the staff, thinking of the morrow, gave a half-hearted clap. This was the point at which Miss Golightly should have risen with her convincing and decisive speech, but unfortunately her pronounced feminine curves had become wedged between the arms of her chair and before she could release herself, one of our women members (whose name shall remain in the oblivion it deserves), had succumbed to the weakness she secretly harboured for Mr. Drane and, jumping to her feet, had panted out a shameful confusion of thoughts the gist of which was that she thought sex segregation most undesirable in the ranks of NALGO, and hoped everything would go on just as it had in the past, for she for one was quite satisfied to go on doing her little bit for her superiors just as she had always tried to do.

Seething with indignation at this dastardly desertion to the enemy, Miss Golightly made the supreme exertion which extricated her from her chair and declared in a voice trembling with passion, that she was fed up with the Clerk's patronising "ladies, ladies" attitude. She would ignore what he had said about work, but would remind them that she was a fully-paid-up member of NALGO and knew her rights. NALGO had declared itself in favour of Equal Pay for Equal Work and an Equal War Bonus, and it was the duty of all members—including the Clerk—to support that policy. Her clothes cost the same as any man's and she certainly ate as much as a man (Hear! Hear! from Mr. Drane, who had sat next to her at tea).

Gesticulating powerfully, Miss Golightly continued, "It is time we remembered here in Buttercup Magna that we are part of a great National Association and I am not going to

any more subscriptions to this branch as the policy of the Association is urged to the council."

Then, noting with scorn that the Clerk was furtively at his watch, and guessing he was getting anxious to report to his league at Much Cowslip now that the "Bomb and Lion" would be open, she said that the important moment had come, speaking very rapidly, she put her resolutely drafted in the Clerk's own inimitable style: that this branch, having regard to the policy of the Association re Equal Pay for Equal Work and an Equal War Bonus, resolves to request Buttercup Magna Town Council to receive a deputation to discuss the foregoing matters with a view to implementing same forthwith; and that this branch resolves to form a Women's Sub-Committee to consider any further matters which might arise concerning women and their welfare, seconded quickly, and the matter was put to a vote. Miss Golightly (who had had the sight to pack the meeting with her followers, to share out a whole month's sweet ration among the younger male members of the staff), duly announced the motion carried by 26 to 17 before the Clerk had a chance to vote the reverse result.

But the Clerk's long experience in handling the council did not fail him in this dilemma. His suggestion, the deputation was received, the council politely agreed to set up a committee to consider the whole question, members of which were chosen with great care, in secret conclave with the Clerk.

Miss Golightly and I considered their plans, leaning over the door of Farmer Le's pig-sty, a day or two later.

There was the Vicar, who, only the Sunday before had delivered a sermon on the marriage issue, with quite uncalled-for emphasis on "honour and obey"; there was Alderman Peter, owner of our local Emporium, who had been heard to boast of the high profits he had made since the war took all his male assistants and he had perforce to engage an entirely female staff; there was Councillor Mr. Wigglesworth, a confirmed bachelor, blanched at the sight of a skirt, and Councillor Pett, father of a Very Modern daughter, who groaned in his cups each night at the "Fowl and Falcon" about "what the women were coming to these days." The prospect was gloomy. With the crows lurking lugubriously behind us, Miss Golightly expressed in words few and poignant opinion of that committee, and I expounded Miss Golightly my theory about the necessity for wearing down male resistance and

(Continued in next column)

WOMEN AT RANDOM—By "Hyperion" 171

Modern Woman

In 1770 a Bill was introduced into Parliament containing the following drastic provisions:

"That all women of whatever age, rank, profession or degree, whether virgins, maids or widows, that shall, from and after such Act, impose upon, seduce and betray into matrimony any of His Majesty's subjects, by the scents, paints, cosmetic washes, artificial teeth, false hair, Spanish wool, iron stays, hoops, high heeled shoes, bolstered hips, shall incur the penalty of the law in force against witchcraft and like misdemeanors and that the marriage, upon conviction, shall stand null and void."

The Serial Universe

"Did you hear about our Eliza? She had a quarrel with her husband and went back to her mother's, but she had to come back home again because she found that her mother had gone back to her mother."—Renée Houston.

From the Women's Angle

Any post-war plan will do,
If it includes a man or two.
—Eleanor S. J. Rydberg.

First—and Last—Aid

(Adv't. in the *Topeka Daily Capital*)
Tens of thousands of nurses' aids are now in active service in every community in the United States. We have seen them at all hours of the day and night giving aid to those who are ill. Our thanks to them for what they are doing.

PENWELL FUNERAL HOME.

A Perfectly Disinterested Committee

The new designs in utility corsets have now been selected—by a committee of nine men.

Equal Pay Again

Sir,—The words of Jesus, the son of Sirach may perhaps be worth recalling:

A woman if she maintain her husband, is full of anger, impudence, and much reproach.
—Letter to the "Manchester Guardian."

(Continued from preceding column)

exposing the rudiments of better nature concealed beneath its horny exterior. We agreed that, our Frontal Attack having failed, resort must be had to a War of Attrition.

It was not too soon to begin. Miss Golightly bagged the Vicar, I took Twister. We would start with them and then, strengthened by success, move on to the two more hardened cases. An hour and a half remained before closing time. We retired to my room and did our durnest with my new carmine lipstick, then repaired to the "Fowl and Falcon."

By ten-fifteen Twister had kissed me twice and Miss Golightly and the Vicar were walking home arm in arm through the churchyard.

The first round in the war of attrition had been won.

SCOTTISH NOTES: United Action Needed—No Sectional Interests

WHY all this talk about women in the NALGO? Are we pandering to ladies or are we by special entreaties not neutering the distinctions which we are so busily trying to remove?

Surely the problems we face from day to day are those involving every officer. The Local Authority determines the conditions of employment. Apart from salaries, those conditions are the same for women as for men. The question of equal pay for equal work and responsibility, there cannot be disagreement, in logic at any rate. We believe, as an association, that payment should be based on the value of the job done, not on the sex of the person doing it.

Women generally have undertaken responsible duties under exceptional circumstances, previously undertaken only by men. The myth of a woman's incapacity has been largely laid. What we need is action by our members, men and women.

We need the best brains we have to guide the affairs of our branches, our district com-

mittees, and National Executive Council. Who possesses these brains does not matter. It is ability, service, and enthusiasm which will determine our achievements now and in the future.

Some of our branch secretaries and treasurers are women. They are doing an excellent job. They are keen and enthusiastic. They possess qualities most desired for responsibility. These officers are the instruments of branch policy which affects men and women. What else would we expect?

If the war has taught us anything it is that we depend on each other far more than we have previously acknowledged, and that together, united in a common purpose, we can achieve most, if not all, our aims.

Sectional interests must not be allowed to distract our attention from the main objects of the Association to secure for every local government officer the very best conditions of service possible and to secure for the community the very best type of officer, man or woman.

We Have One.

Wanted—part-tame stenographer.—*Adv't.*

Night Thought (by a Bomb Bachelor)

If you make your own bed then you can't lie on it.

Brevities

Being a woman is a terribly difficult task, since it consists principally in dealing with men.

—Joseph Conrad.

I said to a girl the other night: "Do you girls really like conceited men better than the other kind?" And she said: "What other kind?"

Marriage is a form of emotional insurance: divorce a realization of one's surrender value.

—Russell Green.

To live with women may impair a man's usefulness. To live without them, on the other hand, is bound to result in his being of no use at all.—*Marmaduke Dixey.*

Marriage is the best state for a man in general; and every man is a wise man, in proportion as he is unfit for the married state.—*Dr. Johnson.*

Marriage is like life in this—that it is a field of battle and not a bed of roses.

—Robert Louis Stevenson.

Sir, I have quarrelled with my wife; and a man who has quarrelled with his wife is absolved from all duty to his country.

—Thomas Love Peacock.

No man living knows more about women than I do—and I know nothing.—*Sir Seymour Hicks.*

There is only one thing worse than one dame, and that is two dames.—*Peter Cheyne.*

Woman runs your show, whoever you are.
—T. W. A. Crosland.

The cleverest woman on earth is the biggest fool on earth with a man.—*Dorothy Parker.*

One dreadful truth I rather wish

I did not know is that
The woman who is kitchenish
Will one day be a cat.

—Richard Armour.

At this Council a certain bishop got up and maintained that a woman could not be called a human being. After argument, however, the point was settled against him by the bishops.

—Council of Macon, A.D. 585.

My wife isn't a factory hand, she is one of Mr. Bevin's Young Ladies.

The female woman is one of the greatest institutions of which this land can boast.
—Artemus Ward.

Some men want girls whose hair is brown, whose shape is lean,
Whose sport is swimmin';
Not me—I care not whether eyes be brown or blue or green,
Just give me wimmin.

Women give great offence by a contemptuous spirit of non-compliance on petty occasions.
—Dr. Johnson.

If a man stay away from his wife for seven years, the law presumes the separation to have killed him; yet according to our daily experience, it might well prolong his life.

—The late Lord Darling.

Love is a Wonderful Thing.

He gathered her to him so closely that his long arms wrapped almost twice round her slender body.—From "Yesterday's Daughter," by REITA LAMBERT.

Speaking in favour of equal cost-of-living bonuses for both sexes, at a meeting of the Canterbury city council, Councillor J. G. B. Stone, O.B.E., "Father" of the council, who is a tailor, urged that any disparity should be in favour of the ladies. Material for one leg of a pair of trousers would make a dress for a woman, which would cost more than the whole man's suit.—*The Outfitter.*

Women's Committees at Work—Good News for Nurses—A New Magazine

By "ABINGDON"

WHAT can a women's sub-committee do that is not already done by the branch executive? This question must have been asked in many branches, particularly where women are well represented on the branch executive. "Sectionalism" is abhorred, and there are no purely feminine grievances and problems which cannot be discussed by the branch as a whole. In such branches it might be thought that a women's sub-committee could be little more than a "grouse and gossip" party.

How far from the truth such a view would be is demonstrated by the record of the Kent County and Portsmouth women's committees.

In Kent, for example, the women have, from the outbreak of war, taken over the responsibility of looking after members in the Forces. In the first four years, Miss Beatrice Solomon, the secretary, tells me, they have raised more than £1,250, have sent quarterly parcels of food, games, books, and cigarettes to members who were prisoners of war, and Christmas parcels to all members serving overseas.

From the start, however, it was felt that it would be unfair to confine help solely to men on the council's staff, and most of the money collected has gone in donations to the various Forces' funds, to Mrs. Churchill's Aid to Russia Fund, Lady Cripps's Aid to China Fund, the Lord Mayor of London's Air Raid Distress Fund, and to victims of the Canterbury blitz.

In addition, volunteer knitters have supplied every member of the crew of an "adopted" naval vessel with "woolies."

The committee has not allowed its absorption in "comforts" to interfere with its more essential function of service conditions, and has discussed many problems, anomalies, and hardships affecting women members of the staff, including scales of salaries for typists. In the main, however, it is opposed to separate consideration of "bread-and-butter" questions, feeling that these are best settled by the general branch sub-committees, on which women are well represented.

Portsmouth's Fine Record

ALTHOUGH it held its first meeting only 11 months ago, Portsmouth women's sub-committee has a fine record of achievement. Throughout this year it has sent copies of LOCAL GOVERNMENT SERVICE and the NALGO annual report to every one of the branch's 170 members in the Forces. It has organised a series of "open meetings" for women, at which senior members of the branch have described NALGO's work and sought to instil the idea of good citizenship.

On service conditions and social matters, the committee appears to follow the policy of infiltration. Its chairman, Mrs. Kemp, is a member of the staff joint committee, and both she and the secretary, Miss Rook, are on the branch public relations committee, while four other members are the chairmen respectively of the branch entertainment, dramatic, tennis, and table tennis sections.

I have no doubt that many other women's committees are doing equally valuable work. They will read with mingled pain and amusement this explanation by a branch secretary of his reasons "for not actively pursuing the formation of a women's committee" in his own branch:

"We should bear in mind Christian doctrine concerning the family and of the husband as the natural head of it, and we should most certainly ensure that our activities do not cause disruption of family life. I am not given to moralising, but I feel at times that wartime conditions have had the unfortunate effect of relaxing our standards. I should be very loathe to assist any organisation which might cause this."

I refrain from any comment; women readers will be able to supply their own!

A Modern Canterbury Tale

Geoffrey Chaucer who wrote:

"What is better than wisdom? Woman. And what is better than a good woman? No-thing," would have applauded the modern burghers of his Canterbury who have recently enhanced the fame of England's smallest county borough by taking his dictum to its logical conclusion and

granting equal bonus with men to their women employees.

Prime instigator of this enlightened move was Councillor Mrs. C. E. Williamson—who contributes an article in this month's journal. Her exposition of the truism that it costs a woman no less to live than a man was put with such effect as to secure an overwhelming majority for the resolution.



Well, have a look at what NALGO's doing about compensation for Loss of Office!

Rests for Nurses

THANKS to the generosity of the British War Relief Society of America, British nurses and midwives are soon to have their own "Rest Break" House at Buxton, in what was formerly the Bedford Hotel.

The idea of the house is preventive rather than curative. It will be neither a convalescent home nor a holiday centre, but a place where the nurse, war weary but not yet ill, can go for a fortnight of relaxation and change that will restore her to full efficiency and thus prevent possible illness or overstrain. It has been established by a committee under the Countess of Radnor, on which NALGO was represented, and has room for fifty nurses at a time. Hospitals are being asked to see that full use is made of it, and details will soon be sent to branch secretaries. But applications for admission must be made through matrons or medical superintendents, or through the sister-in-charge of district midwives, not through NALGO.

Coupon Concessions Too

NURSES will also be glad to hear that some of their complaints about the surrender of coupons for uniform have been met. A new Board of Trade circular states that nurses who have given up coupons under the Uniform Scheme for two or more consecutive years will not have to give up any for the current year. Similar adjustments will be made for those who received their first outfit between September 1, 1942, and August 31, 1943. These concessions apply to matrons, but not to nurses in administrative positions. Tuberculosis hospitals will receive an impersonal issue of coupons for overalls.

Inadequate Pensions

THOUGH the belief that all local government officers may now retire on a reasonable pension is widespread, those reaching retiring age know how far from the truth this is, and NALGO's organising staff know how slow progress can be with the "backward" local authorities.

This was brought home recently in a Lancashire urban district whose surveyor has just reached retiring age. His authority had not adopted the 1922 Act, and when the 1937 Act brought in compulsory superannuation the surveyor, being then over 55, was not allowed to contribute.

One other officer was in the same position, and in his case the authority agreed to pay *debtis* for non-contributory service. But an application by NALGO for similar treatment for the surveyor was rejected, notwithstanding urgent representations on the ground both of the unfairness of the differentiation and of the fact that a pension calculated on the basis of 120ths would make impossible for the surveyor to spend his retirement years in even moderate comfort.

Yet when reconstruction of local government is around the corner, this authority will doubtless contend vigorously that it is a "model" employee and deserves to retain its autonomy. I hope, however, that whoever prepares the final reconstruction plans will examine the real record of authorities such as this.

Women's Case—In Verse

NALGO women are certainly versatile. Asked for a contribution for this women's number, Miss MAIRIE McINNES, chairman of Worthing women's sub-committee, puts her point of view neatly in verse:

In Library and Clinic are they found,

And there, before accountancy machines,

In offices where typing doth abound,

These daughters of our borough, from the teens

To old age are condemned to spend their days—

Unless they take a husband, when, alas,

They must resign. But why these wanton ways

Must Council ever take? Is there so much

Amount of goodness, knowledge and fine-sense

Among the sterner sex, that women, wise

On housing, welfare, education, hence

Must go, while men to reason close their eyes?

They ask for Justice, nothing more nor less.

To NALGO do they turn in their distress.

A C.D. Shadow Council

THE "Shadow Council" is now quite a popular means of making local government organisation and procedure interesting and intelligible to the citizen, but it has been left to Ivor M. Jones, hon. C.D. welfare officer at Newport, to apply the idea to the civil defence services.

His first experiment, held in the council chamber at Newport recently, was a great success, to judge from the report in the "South Wales Argus." Amid all the ceremonial and formality of a normal council meeting, the "councillors"—members of the C.D. services—discussed a wide range of subjects. They voted a grant of £4.00 to the Mayor of Newport for the celebration of peace, recommended a road tunnel under the river Usk, approved the appointment of police women, but opposed a State medical service, the post-war retention of civil defence, and the "portal house" as a temporary remedy for the housing shortage.

There is no doubt that interest in "municipal politics" of this kind is running high today, and devices such as the "Shadow Council" help not only to stimulate and satisfy it, but also which is more valuable in the long run—to show the City Fathers what their electors are thinking. I wish more branches would follow Newport's example—and not for civil defence workers alone.

Civics for Dockers

STEPHEN DUNCAN, NALGO assistant district officer in the North-West, has taken public relations into a new field with a lunchtime talk on local government to injured dockworkers of the Port of Manchester attending rehabilitation centre. It is part of the treatment at the centre to stimulate the patients mentally as well as physically. Though too modest to say whether his talk had the required therapeutic effect, Mr. Duncan tells me that he found the audience most interested and full of questions not only about local government, but also about NALGO and its work. It suggests a new and promising avenue for branch public relations officers.

Hospitality for Warriors

FOR many months LOCAL GOVERNMENT SERVICE published a list of branches and members ready to offer entertainment and hospitality to members, both men and women in the Forces or in industry, who were serving or passing through their areas. Inquiry, however, suggests that surprisingly little advantage was taken of these offers: and since publication of the list was discontinued and warriors seeking hospitality were asked to write to Headquarters for addresses, very few have done so. Possibly this is due to shyness, members feeling unwilling without more direct introduction, to gatecrash a strange town hall.

Now Urnston has hit on an idea which, I hope, will be more successful. It has applied a

its members in the Forces with a neat little inted card, announcing that the holder is a member of the branch, "introducing" him to any anch secretary upon whom he may call, and king the branch secretary to allow him to are in the social and other activities of the anch. Already, I hear, the idea has been dely welcomed. It solves the "introduction" oblem happily, and I trust that all branch rretaries to whom the card is presented will operate—and that others will follow Urnston's id.

Live Forces Journal

C. CHALLONER, a Poole member turned seaman, and P. SQUIRRELL, a Chelmsford member turned naval radio mechanic, seem to be on the way to making journalistic history with a Forces' journal, "The Bypost." They are joint editors, its second number (duplicated) having reached the phenomenal (for a publication of this kind) circulation of 2,000. Having seen it I do not wonder. Where most Forces magazines are content to be facetious parodies or agariams of commercial publications, this one is different, setting out, with success, to express serious ideas, plans, interests, and hopes of men in the services. The titles of the articles—"Youth and a New Society"; "Initiative in the Service"; "The Decline in Aesthetic Appreciation"—indicate the sort of subject that is dealt with, though not the vigour and freshness of the writing—and it is interesting to see two women among the contributors, one, Miss G. Franks, with a verse of homage to Russia; the other, Miss R. Sugar, with a nostalgic article on Trees. Mr. Challoner tells me that he is planning to have the third number printed—which will make possible a much bigger circulation—and ultimately to make of it a national journal. I wish him success: we know much of what our fighting men—and women—are doing, but too little of what they are thinking.

Leaps Ahead

See from *Kent County Chronicle*, the excellent magazine of the Kent County Officers' Guild, that the Guild's membership is rapidly increasing and now approaches 1,400. Already the eighth largest branch in the Association, it is well on the way to robbing West Riding of its distinction of being the biggest county branch. The Guild is preparing a new membership recruiting leaflet—"24 Good Reasons why you should be a member of NALGO"—four more than its celebrated forerunner issued by Glasgow branch.

Anglo-Saxon in Prison Camp

I HAVE referred in the past to the many NALGO prisoners of war who have studied or passed examinations during their enforced detention. Now I have news of another. "Lt.-Lt. J. J. Clelland, formerly a Bedford county library assistant, has passed with third-class Honours the Special Honours Examination in English Literature arranged for prisoners of war by Bedford University. For this he had to learn Anglo-Saxon. Books were sent him by the Library Association and by his former colleagues on the county library staff, while the Bedfordshire branch and the county education committee bought him more books for further study. As W. F. Crossell, the branch secretary, remarks in sending me this information, "determination still keeps the torch of English literature aglow in the darkest corner of Europe."

Désist!

I KNOW it is difficult to find holiday accommodation nowadays, and that we are all prepared to clutch at any straw likely to direct us to a likely billet. Nevertheless, may I ask members not to write to the Matron of Nalگو House, Matlock, asking her to find them addresses in the area? Her job is heavy enough in these days of food and staff shortages, and, though ready to do her utmost to help members, she simply cannot act as a holiday bureau any longer. For once, this is not part of the NALGO service!

Training the Nursery Nurse—

NURSERY nursing, one of the latest professions for the young girl, and useful either as an interesting career in itself or as a stepping stone to other branches of nursing, is making great progress, and 15 technical schools are now giving the complete course of theoretical instruction and demonstrations for the Nursery Nurses' Diploma (practical training is given in nurseries affiliated to the National Society of Children's Day Nurseries). I am asked to give the names of these technical schools. They are:

Battersea Polytechnic; Bexley Day Technical School; Borough Polytechnic; Chatham Day Technical School; Hammersmith School of Building and Arts and Crafts; Hendon Technical School; Northern Polytechnic, Holloway; North-Western Polytechnic, Kentish Town; South-East Essex Technical College, Dagenham; South-West Essex Technical College, Walthamstow; Technical College, Northampton; Tottenham Technical College; Toynbee Hall, University Settlement; Wimbledon Technical College; and Woolwich Polytechnic.

—And the Youth Leader

YOUTH leadership is another of the new professions in which women have proved their worth and for which there are likely to be expanding opportunities. In recognition of this,

NALGO Diary, 1945

The Association is again publishing a NALGO Diary for 1945, and copies, price 2s. 6d. each, should be ready in December. Members wanting copies of the diary must order from their branch secretaries, not from Headquarters, and branch secretaries must order their supplies from Headquarters by October 31. Supplies will be so short after that date.

the National Association of Girls' Clubs (35, Great Russell Street, London, W.C.1) has organised an 18 months' part-time course, covering both theoretical and practical training. The course begins in London this month, and similar courses will later be arranged in other areas. The minimum age for admission is 18 and the fee for the full course is £9 9s.

For Planners

THE Town Planning Institute is arranging a Town and Country Planning Summer School at the University of St. Andrews from September 18-25. Membership fee is 10s. 6d. per day (£2 2s. for the full week), and the maintenance charge for those staying in one of the University hostels 12s. 6d. a day. Details from the Secretary, Town and Country Planning Summer School, Tilbury House, Petty France, London, S.W.1.

Congratulations to—

Ernest Whome, M.B.E., chief sanitary inspector to Cowbridge R.D.C. since 1915, a past chairman of the branch of the Sanitary Inspectors' Association and of the R.S.I. Examination Board, who retired recently.

Stop Press

A woman town clerk—Miss Margaret Whyte—has been appointed by open competitive examination, in Tuam, County Galway—the first appointment of its kind in Eire.

Women Gain Most From The B & O Fund

EVEN the Benevolent and Orphan Fund is almost a woman's topic, for the greater part of the assistance given every year since the Fund was formed in 1910, has gone to women—to widows who have not enough to keep themselves and their children, or to women members of the Association who, owing to long periods of ill-health, have lost their jobs for the time being, or have been compelled to give them up, leaving them with an income inadequate for their needs. The following cases are typical:

Miss A—has been helped by the Fund since 1937, with a regular weekly allowance, and lump sum payments from time to time when she needs to buy a new artificial limb. She was 58 years old when she first came to the Fund, and owing to her disability could not expect to take a job again. Her only sources of income are from superannuation—8s. a week—and the old age and supplementary pensions, which are not enough to pay for any additional necessities. She must, for instance, have domestic help every day, and the weekly grant given to her from the Fund pays for such things as this. Since she first applied to the Fund, £250 has been paid out on her behalf.

Miss B—was 51 when she was compulsorily superannuated after a serious operation. She lives alone, and her only income is 9s. 8d. a week superannuation allowance. The Fund is making her a generous weekly allowance.

Women's Committees all over the country have done splendid work for the B. & O. Fund, but there is always need for more. In helping it, you are helping your own colleagues and, in large measure, your own sex.

CORRECTION

In the July number a donation from MONYHULL colony was incorrectly printed as Maryhall.

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If you are interested in acquiring a command of good English for business, professional and social purposes, you are invited to apply for a copy of "Word Mastery," issued by the Regent Institute.

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Among the subjects covered by the booklet are the following:

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Better English—Better Pay.
Can You Write a Good Letter?
Free Test of Your English.
Words Are Tools.
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174 Every Door Opens to the Woman With Education

By Councillor Mrs. WILLIAMSON, Canterbury

I ALWAYS hesitate to place what is commonly known as "the woman's point of view" either in speaking or writing—it just does not exist. There are many different aspects to every problem, but all are expressed in debate so long as both women and men are present and give voice to them. Nor am I prepared to say that my experience as a woman councillor has led me to place particular trust in either women or men as such. I would never support a woman just because she was a woman, but I am prepared always to support the person (regardless of sex) who appears to be taking the right line in any particular point or argument.

It is, nevertheless, remarkable how, when working with both men and women, one finds that women are not good supporters of women, but that staunch support is given to women by many men of learning and capacity. This is not to say that the same support is not received from some women, but there is too often amongst them an inability to look on a problem from a broad standpoint. An able woman can generally knock spots off the average man.

Gone are the days when men were prone to take a rather harsh view of any problem dealing with women, and I cannot speak too highly in my ten years of Council life of the way in which men can adapt themselves to almost any job. This is not because they are men and therefore definitely equipped with a better brain, but because they have behind them years of education which have not been allowed to women. The conclusion is therefore obvious that, to gain the right outlook upon life—that is to say to be able to see clearly what is needed for women and children, or what is needed for men and boys—we must have a double vision, the vision of men and women equally educated, and working together, having laid aside any question of a particular place in the world for either sex. Herein lies the key to women taking a greater place in public life. Women now have the vote and in this respect are placed on an equal footing with men, but to how many women can one talk on politics or government and find that they take an interest, or even understand what one is saying?

Miss Beale of Cheltenham, one of the greatest of women educationists, said: "What do we want about this business of domestic science? It is not a science. What we want is a good sound education much on the same lines as you give boys, to train the brain to think. Then the brain, having been trained, can turn itself to almost any job you like, whether it be for males or females."

In the past, there have been male midwives, and women and children have worked in mines. One of these jobs is now considered suitable only for women, the other is considered suitable only for men. There are also men who can do very beautiful needlework. There are highly educated women who can and do reach the top of the tree in medicine, despite all the difficulties placed in their path. I cannot contend too fiercely that it is not a question of sex, but of education.

It makes me sad to see so many young girls turned off at the age of 14 or 15 to such occupations as domestic science. But do not let me be misunderstood. It is necessary that women should be able to cook and clean and manage a house, to say nothing of managing children. It is also necessary that father should be able to weigh in with the management of the house, and especially of the children, who are half his. But there are many women who, having been highly

educated, can, without having studied domestic science, readily turn their minds to the organisation of a household with or without staff, to cooking and to rearing children. Let us leave this wretched question of sex alone and think in terms of good, sound and solid education.

To sum up, if this country desires the best



SOUTH SHIELDS Branch has its own women's cricket team. Here they are going out to field in their game against the local food office women's team.

Women's Sub-committees a Useful Training Ground

By Miss G. S. MITCHELL, Chairman, Women's Sub-committee, Sheffield

IT has become an agreed policy of our association that every branch executive and every district committee shall have a women's sub-committee, and in many instances they have been formed and are functioning satisfactorily.

This, however, has not been done without some controversy and the expenditure of a great deal of energy and enthusiasm by a few women members of behalf of the many.

The idea of a women's sub-committee has met with disapproval from some members of both sexes and with very tepid interest by a good many. The first question asked is, what purpose will such a committee serve, what can it do that cannot be done by the branch executive or district committee as a whole?

To answer this question we must take a look back into the past. In pre-war days an executive of some 60 members would contain not more than six women, and it was frequently the case that on the sub-committee dealing with most important matters concerning salaries and service conditions, one woman alone would be elected in a membership of 10 or 12. Anyone who has been in the position of this woman, and has been called upon to speak and act on behalf of women officers with whom she can seldom be in direct contact, and to accept the responsibility of the decisions of this committee as they affect the woman officer, will never question the usefulness of a committee on which women from all depts. are represented and can be consulted.

Today, of course, we have many more women on all our executives and committees, but it must be remembered that many of these women are newcomers both to municipal service and to the branch, and this, I think, brings us to what I personally consider the most important function of the women's sub-committee.

This function is to act as a training ground for the newcomer, and nine times out of ten a woman is a newcomer to committee work.

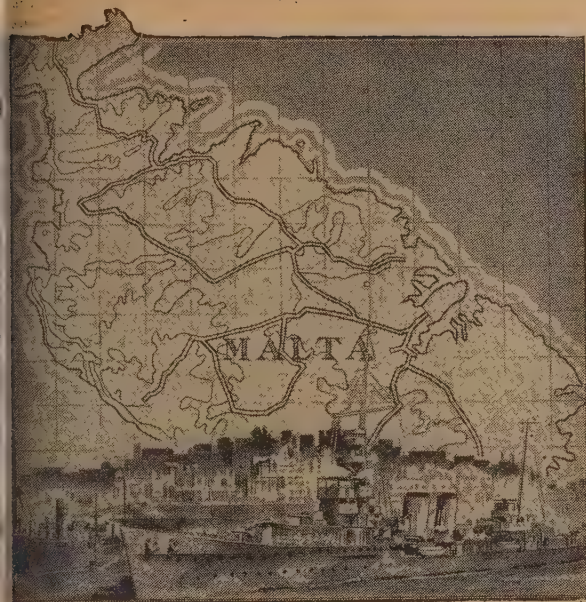
for her sons and daughters of the future then she must have educated mothers—mothers able to converse with their children on every subject as they reach years of understanding, and especially mothers who have studied and worked and are capable of thinking wisely and soundly in every department of life, social, economic, and religious.

Therefore, the short answer to the question: "What part can women play in local government?" is that they can play any part, from the lowest to the highest, whether as councillors or officers, provided they have received a good education and have learnt to make good use of it.

Many of us can perhaps remember the first executive meetings we attended; the whole business was rather puzzling to us, we did not quite grasp how the machinery worked and were very much afraid not only of disclosing our ignorance but of being unable to do our bit as departmental representatives. When we knew a little more about things we were still sometimes very nervous when it came to getting up and "saying our piece," particularly if we felt obliged to go against the general feeling of the meeting. I quite realise that many male newcomers to the executive must have had the same sensations, but I do not think that they were ever quite so isolated or had so frequently to combat an atmosphere which might be either cynical or patronising. We know things are better today, but I still believe it will be very helpful to the new woman branch representative to find her feet in the women's sub-committee, to become interested there in the general work of the branch which will be discussed, and thus to launch herself with added confidence in the full tide of an executive or district committee meeting.

Such committees should not, of course, confine themselves to matters of particular interest to the women officers but should try to cover all branch activities.

In conclusion, I should like to suggest to a woman officers that service as a branch representative is well worth while; that if you desire to give this service your women's sub-committee can help you; that if the committee does not appear to you to be successful or worth while, get inside and alter it, do not stay outside and criticise it; and, finally, that to succeed in branch work most women have to become less individualistic. The standard by which you need measure any contribution you have to make is to ask yourself if it is sincere, useful, and disinterested. Your words and actions have these qualities you need fear no criticism.



It made all the difference to Malta G.C.

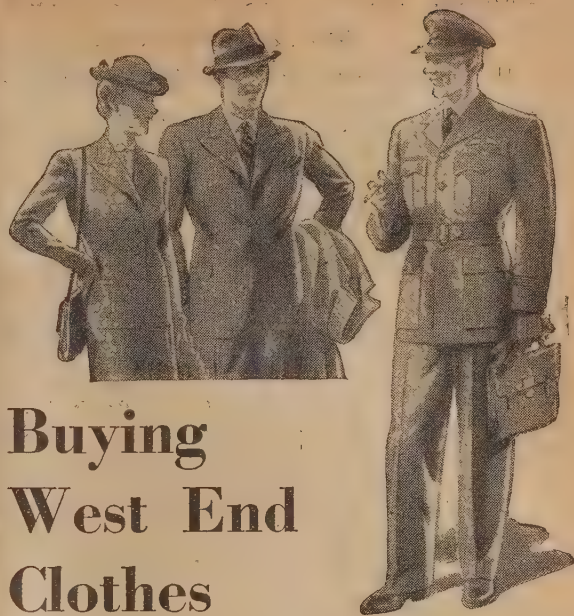
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 Brown, Tpr. J., R.A.C., treasurer's dept., South Shields (in Normandy).
 Chapman, 2nd Lt. A., 20, clerk's dept., Manchester (in Burma).
 Clarke, P. O. A., 39, waterworks dept., Manchester (H.M.S. Blackwood).
 Craig, Pte. E., 29, Pioneer Corps, electricity dept., Manchester.
 Dundas, Lt. (A) A. J., R.N.V.R. (F.A.A.), clerk's dept., Kingston-on-Thames.
 Forrest, Spr. W., R.E., electricity dept., Renfrewshire.
 Leitch, Sgt. J., R.A.F., gas dept., Renfrewshire.
 McGrady Bdr. P., R.A., Newcastle-on-Tyne (in France).
 Minnett, Gnr., A. E., R.A., water dept., Godalming.
 Nichol, P. O. D., 32, A.R.P. dept., Glamorgan C.C.
 Niven, L. Bdr. W., R.A., registrar's office, Glasgow (in Italy).
 Pullin, Capt. D. H., R.A., clerk's dept., Devon C.C. (in Normandy).
 Spriggs, F. Sgt. E. W., treasurer's dept., Heston and Isleworth.
 Steel, F. O. J. H., R.A.F., treasurer's dept., Bradford.
 Turner, Cpl. U. M., R.A.F. (Air-Sea Rescue Service), clerk's dept., Inglewood.
 Wale, A. C. I., A. J., R.A.F., treasurer's dept., Cornwall C.C.

MISSING

Aldred, W. O. E. A., R.A.F., health dept., Willesden (presumed killed in Italy).
 Bond, F. Sgt. R. A., R.A.F., treasurer's dept., Rochester.
 Brodrie, P. O. J., R.A.F. social service dept., Renfrewshire.
 Collinge, Tpr. J. M., 20, waterworks dept., Manchester (in Normandy).
 Crews, Tpr. W. A., treasurer's dept., Cornwall C.C.
 Dodd, F. O. M., health dept., Coventry.
 Egginton, F. O. L. R., A.T.A., weights and measures dept., Coventry.
 Harris, F. O. F. S., finance dept., Coventry.
 Jones, F. O. G. F., R.A.F., electricity dept., Willesden (presumed killed in France).
 Patterson, P. O. J. W., R.A.F., surveyor's dept., Wallend.
 Sarjantson, F. Sgt. A., R.A.F., education dept., Lindsey C.C.
 Shield, F. O. F., D.F.C., finance dept., Coventry (presumed killed).
 Simmons, L. S. A., G. W., clerk's dept., Coventry (presumed killed).
 Wittington, Pte. B. A., 21, waterworks dept., Manchester (in Normandy).

PRISONERS OF WAR

Blackburn, Pte. J., R.A.O.C., electricity dept., Renfrewshire (Germany).
 Carswell, L. Cpl. A., R.E., electricity dept., Renfrewshire (Germany).
 Sinclair, Sig. J. M., R.C.S., electricity dept., Renfrewshire (Germany).
 Urquhart, Gdsm. H., Scots Guards, master of works dept., Renfrewshire (Germany).
 Winfield, J. W., gas dept., Oldham (Germany).

Women Want Homes, Not Careers

By DOROTHY COOK, NALGO, H.Q. Staff

IT is little more than four months since I quit my NALGO desk to join the Women's Royal Naval Service, and my impressions of service life are as yet untainted by prejudices or that higher knowledge which so often inspires cynical accusations of incompetence, bureaucracy, and red tape.

In these four months I have changed from a clerk to a coder. Not a very long jump, perhaps, in comparison with many of the other categories in which Wrens are serving in naval bases and establishments all over the Empire, but if the job itself is in a similar field to my former work at NALGO Headquarters, the circumstances and conditions under which it is carried out are vastly different.

During my training period and now, whilst actually on the job, I have wondered more than once what the reactions of service life will be on this army of young women to whom England will be looking after the war to help rebuild the nation. How much will the discipline and unusual living conditions alter their outlook on life? My colleagues to-day are girls in their teens and early twenties. Many were school-children when war was declared. They remember little of Britain before the war, except that there were lights and bananas, and they find it hard to imagine a world at peace.

Others, amongst whom I include myself, are wondering what will be their position on returning to their civil jobs. For them, life in the W.R.N.S. holds few responsibilities. They will be able to boast no added qualifications and will have lost contact with the routine of their firms or authorities. They can hardly expect higher positions than those they left, but to return to the same

ones would make the years spent in the Forces an entire loss from the point of view of promotion. This is discouraging in anticipation, because, though their academical qualifications have not been increased, they have undoubtedly gained wider experience.

This is not, however, a problem which concerns the majority; in fact, as far as I can see, post-war life and how to set about living it is a question of which most seem to fight shy, despite the ample encouragement afforded by the discussions and lectures organised by the education branch. What is more apparent is the increased value which is being put upon home and family life the longer one is separated from them and all they stand for. Independence has been the war cry of the younger generation since the beginning of the century; freedom from parental control and home-ties have been among their chief ambitions. The war has provided that outlet and they have taken full advantage of it. They have tasted independence and enjoyed it.

But from all sides at all times the word "home" is now heard, and most of my companions are looking forward to building up homes and families of their own. "Career girls" are comparatively few and if the opportunity of "settling down" arises, if their men return from the battlefield, if the state of affairs at home and abroad is conducive to rearing families without threat of further war and chaos, then the majority of these young women will be content to stay at home and make no attempt to rival the men in the business and technical world. Equality of sexes is not a watchword—I have never heard the phrase since I left NALGO—all they want is a fair chance to live a natural, free, and homely life.

ESCAPED PRISONER

*Pacey, Sgt. C. A., R.A.F., clerk's dept., Tamworth. Captured 1942 and now home after escaping from Italy.
 *Previously reported Missing.

Civilian.

KILLED

Hardy, F., 42, engineer's dept., Croydon (fatally injured by flying bomb).

AWARDS TO MEMBERS

D.F.C.

Spong, Actg. Sqd.-Ldr. L. G., clerk's dept., Heston and Isleworth.
 Stokes, F. O. J., transport dept., Coventry.

M.M.

Clark, Sq. Sgt. Maj. J. A., 32, Commando Unit, gas dept., Manchester—for bravery during the initial landings in Sicily and Italy.

B.E.M.

Parkinson, Staff Q.M.S. A.H., R.A.S.C., clerk's dept., Bolton. For distinguished services and gallant conduct in Sicily.

First Flying Bomb Ace is NALGO Member

The first fighter pilot to be named for shooting down three flying bombs on one patrol is a member of NALGO. He is Flying Officer Rodney Dryland, who worked in peace time in the finance department at Coventry.

MENTIONED IN DESPATCHES

Driver, Capt. (temp. Major) H., R.T.R., deputy, town clerk, Oldham—for gallantry and distinguished services in the Middle East.

Knight, Lt. (A) W., R.N.V.R., finance dept., Coventry—for an action against enemy shipping off the coast of Norway.

Powdrill, Cpl. J. H., R.A.F., surveyor's dept., West Sussex C.C.—"Cpl. Powdrill has carried out his constantly increasing work single-handed with a quiet efficiency. It is due to his fine sense of duty, willingness to work long hours unasked, and his ability to meet growing commitments with a cheerful spirit that has enabled his section to grow to its present state without loss of efficiency, or increase in personnel. In the latter respect his example has been a direct help in the ever-increasing problem of finding additional man-power."

CORRECTIONS

P. O. A. J. Horton and L. A. C. O. Measures recorded in last month's Journal as having been awarded the D.F.C. and mentioned in despatches respectively, were members of Monmouthshire branch, not of Newport branch.

The mention in despatches of Sgt. R. H. Anderson, of Croydon, reported in the July Journal, was for "gallant and distinguished services in the landings in Sicily."

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NORTH WESTERN AND NORTH WALES
A charter for the salaries and service conditions of laboratory technicians in the public health service is being prepared for submission to **Liverpool C.B.** It is believed that this will be the first scheme in the country to provide for recruitment, training, and grading of this specialised staff for whom there is at present no uniform standard.
Lancashire and Cheshire Whitley Council has read, and the National Council has approved amendments to the Whitley scales for the area. The maxima the Junior and General Divisions have been raised to (men) £220 p.a. and (women) £163 16s. p.a. with consequential increases at all ages.
Whitehaven B. and **Burnley R.D.** have increased pensionable allowances for non-contributory service men 120ths to 60ths.

NORTH EASTERN

Northumberland County Council has agreed to an application from the Association for the payment of 60ths non-contributory service, and has adopted the following new scales of salaries with effect from April 1, 1944:
Group 1: £65-50-£700-£50-5 and 10 years maximum; Group 2: £550-50-£600-£50 after 4 years; Group 3: £460-20-£500-£50 after 5 years; Group 4: £360-20-£450-£25 after 4 years; Group 5: £270-20-£350-£25 after 4 years; Group 6: £180-20-£250-£25 after 4 years; Group 7: (men) £30 at 21-£160 at 23; (women) £120 at 21-£130 at 21; Group 8: £150-£180; £50 at 16-£110 at 20; (girls) £10 at 16-£100 at 20.
Senior women typists: £140-10-£180; Junior women typists: £50-10-£130; Machine operators and typists: £150-10-£180; Comptometer operators: £150-10-£180; School dental attendants (women): £140-10-£180; Women clerks: £15-£23s.

All the above six classes to have a long service increment of £15 after four years on maximum.
Seaton Valley U.D. has adopted the provincial council scales of salaries.

MIDLANDS

Buxton B., on the application of the Association, has agreed the cemetery superintendent.
Cheadle R.D., after long negotiations, has adopted provincial council scale 1.
Clay Cross U.D. is now paying the current provincial council bonus award and has made retrospective payments after the Association had reported a dispute under the Conditions of Employment and National Arbitration Order.
Derby C.B. has agreed to extend the make-up of war service pay to officers who join the nursing services and the Women's Land Army.
Dudley C.B. has agreed the following improvements to junior scales, negotiated by the branch through the joint committee:
Men and women: £65 (at 16) 10 (3)-15 (1)-110 (at 20); then transfer to general grade, plus current bonus award.
Northampton C.C., on the application of the Association, has adopted an improvement in the war-service pay scheme.
Oakengates U.D., which has hitherto not supplemented war service pay, has now, on the application of the Association, adopted the Bolton scheme retrospectively, and also provincial council scale 1.
Stafford C.C., on the application of the branch, has adopted an improvement in its war service pay scheme.
Upton-on-Severn R.D. has adopted the following salary scales:
Clerical division (shorthand-typists and general clerks), section A—£60 (at 15)-£15-£150; £170 (at 1)-£15-£260; clerical workers with special responsibilities, Section B—£175-15-£280; clerical workers who have reached the maximum under sections A or B, Section C—Sec. A—£275-15 and 10-300; Sec. B—£290-10-£300; professional, technical and administrative division—grade A—£250-10-£300; grade B—£310-10-£360; grade C—£375-15-£450; grade D—£450-25-£600.

SOUTH-EASTERN

The sick pay scheme drawn up by the Southern Home Counties provincial council has now been approved by the National Whitley Council, and will take effect from April 1, 1945. It provides for the following scale of sick pay in any 12-months period after the first year's service:

1-5 years: 3 months' full, 3 months' half pay;
5-10 years: 4 months' full, 4 months' half pay;
10-15 years: 5 months' full, 5 months' half pay;
over 15 years: 6 months' full, 6 months' half pay.

"Service" includes all local government service and war service between periods of local government service, and the conditions follow the usual lines. It is emphasised, however, that the recommended scale is a minimum and that local authorities wishing to offer better conditions may do so. Copies of the scheme may be obtained from the district officer.

After representations by the district officer, **Sheerness U.D.**, and **Ashford West, Bridge-Blean, Hollingbourn, and Malling R.D.s** have adopted the current Whitley bonus scale; there are now 85 local authorities in the district paying the scale.

All four county councils (**Kent, East Sussex, West Sussex and Surrey**) have agreed to join the provincial council, bringing the present membership up to 68 out of 102 authorities.

Salisbury B., on application by the branch, has agreed to grant increased pensions as from January 1, 1944, under the provisions of the Pensions (Increase) Act, 1944.

Whitstable U.D. has adopted the Bolton standard of service pay supplementation, with retrospective effect to January 1, 1942.

SOUTHERN

Buckingham and Oxford C.C.s and **Lymington and Winchester B.s** have become constituent members of the Southern provincial council.

Hants C.C. and **Winchester B.** have adopted the provincial council salary scales.

Salisbury B. has adopted the following salary scales:
Grade 1 (junior clerical): £52 (at 15)-8 (1)-10 (1)-15 (2)-£100 (at 19); grade 2 (men): £115-15-£220; grade 3 (men): £235-15-£330; grade 3 (women): £115-10 (1)-15 (3)-£170; grade 4 (professional, technical, and administrative): £250-15 (4)-20 (2)-£350; grade 5 (senior professional, technical, and administrative): £340-20-£400.

The Southern provincial council has adopted new service conditions and sick pay regulations. Details from the district officer.

SOUTH WESTERN

Bristol C.B., **Dartmouth B.**, **Kingswood U.D.** and **Wadebridge R.D.** have become constituent members of the South Western provincial council.

Dartmouth B. has adopted the provincial council salary scales and a grading scheme.

Somerset C.C. has adopted the following new scales of salaries for engineers and surveyors, from July 1:
Assistant surveyor—£600-50-£800; chief engineering assistant—£500-25-£650; engineering assistants—grade 1: £425-25-£550; grade 2: £300-20-£400; grade 3: £150-22-£260; district surveyors: £450-25-£600; assistant district surveyors: senior: £250-20-£350; junior: £150-15-£250.

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The Ministry of Labour cost of living index rose one point last month to 202, representing an increase of 30.3 per cent since the outbreak of war.

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The salary will be £450 per annum, rising by one annual increment of £50 to £500, plus cost-of-living bonus, at present £49 8s. 0d.

(b) HEAD SOCIAL VISITOR.

Applicants, who must have had proper training as a Social Visitor, will be responsible for all visitation and home teaching, and will be in charge of this section of the work of the Department.

The salary will be £350 per annum, rising by two annual increments of £25 to £400.

The person appointed will be required to pass a medical examination, to contribute to the Corporation's Superannuation Scheme under the Local Government Superannuation Act, 1937, and to reside within the city.

Applications, giving qualifications and full details of experience under the Acts, and accompanied by copies of three recent testimonials, must be received by me not later than Monday, the 18th September, 1944.

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Obituary

Mr. Sam Onions and Mr. J. Moore Murray

WE regret to record the deaths of:
Mr. Sam Onions in his 94th year, believed to be N.A.L.G.O.'s oldest member. Mr. Onions, who was a plan-mounter in the city engineer's department at Nottingham, retired in 1923, at the age of 72, after 59 years' service. He became a retired member of the Nottingham branch and retained his membership until his death.

Mr. J. Moore Murray, who retired in 1933 after 30 years' service, was former director of education for Warrington, and a founder and past president of Warrington branch.

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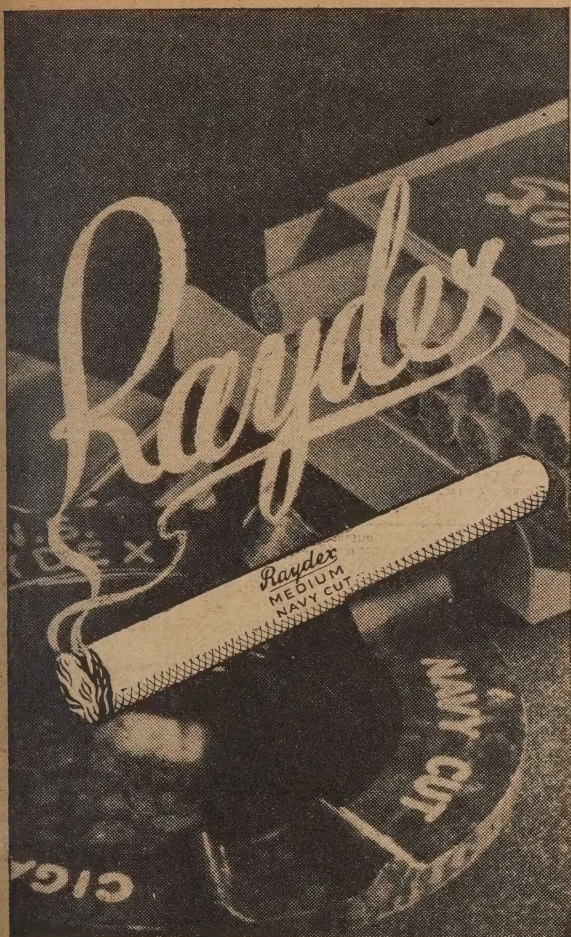
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